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W. A. B. Smith, Secretary

LABOR BULLETIN

OF THE COMMONWEALTH OF MASSACHUSETTS.

No. 28.

NOVEMBER, 1903.

CONTAINING:

ALIENS AND CITIZENSHIP.
INDUSTRIAL STUDIES — AGRICULTURE.
INDUSTRIAL AGREEMENTS.
PROPORTIONAL EARNINGS AND PRODUCTION.
REVIEW OF EMPLOYMENT AND EARNINGS.

QUARTERLY RECORD OF STRIKES.
LABOR LEGISLATION IN OTHER
STATES AND FOREIGN COUNTRIES.
RECENT LEGAL LABOR DECISIONS.
STATISTICAL ABSTRACTS.

PREPARED AND EDITED BY THE
BUREAU OF STATISTICS OF LABOR.

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CONTENTS

	Page
ALIENS AND CITIZENSHIP,	149-152
INDUSTRIAL STUDIES — No. 1, Agriculture,	153-156
Detail as to native and foreign born and political condition of persons engaged in agriculture,	153-156
INDUSTRIAL AGREEMENTS,	156-173
Agreements between employers and employes in 12 cities of Massachusetts, repre- senting 22 trades,	157-173
Boston,	157-166
Carpenters,	157
Painters, decorators, and paper hangers,	157, 158
Bricklayers,	159
Wood, wire, and metal lathers,	159, 160
Bridge and structural iron workers,	160
Boiler makers and iron shipbuilders,	160, 161
Hoisting and portable engineers,	161, 162
Machinists and woodworkers,	162
Bakers,	163, 164
Brewery workmen,	164, 165
Bottlers and drivers,	165
Custom tailors,	165, 166
Team drivers,	166
Gloucester,	166-168
Quarry workers,	166, 167
General team drivers,	167
Coal team drivers,	167, 168
Haverhill — Shirt waist and laundry workers,	168
Holyoke — Coal handlers and helpers,	168
Lowell — Bakers,	168, 169
Lynn,	169, 170
Painters, decorators, and paper hangers, bakers, and general team drivers,	169
Coal team drivers,	169, 170
Ice team drivers,	170
Malden — Team drivers,	170
North Adams — Bakers,	170
Pittsfield — Hack drivers,	170
Quincy — Steam engineers,	170, 171
Springfield,	171, 172
Bakers,	171
Laundry workers,	171, 172
Painters, decorators, and paper hangers,	172
Worcester — Granite cutters,	172, 173
PROPORTIONAL EARNINGS AND PRODUCTION,	173-186
Introduction,	173-175
Boots and shoes,	175-177
Carpetings,	177
Cotton goods and leather,	178
Machines and machinery and metals and metallic goods,	179
Paper and woollen goods,	180
Worsted goods and all industries,	181
Summary and analysis,	182-186

(Concluded on 3rd page of cover.)

MASSACHUSETTS LABOR BULLETIN.

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It was our intention in the preparation of this article to use the figures supplied by the United States Census of 1900, but upon examination of them we found that this would be impracticable. We append the figures given in the United States Census :

Foreign males 21 years of age and over,	347,731
Naturalized,	151,285
Number who have taken out first papers,	14,808
Aliens,	129,854
Unknown,	51,784

The great number of unknown, 51,784, precluded us from basing our tables upon the United States Census figures, and in their preparation we have relied upon the last State Census.



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COMMONWEALTH OF MASSACHUSETTS.

BUREAU OF STATISTICS OF LABOR.

ROOMS 250-258, STATE HOUSE, BOSTON.

CHAS. F. PIDGIN, CHIEF.

FRANK H. DROWN, FIRST CLERK.

WM. G. GRUNDY, SECOND CLERK.

*With the
Compliments of the Chief.*

CONTENTS

	Page
ALIENS AND CITIZENSHIP,	149-152
INDUSTRIAL STUDIES—No. 1, Agriculture,	153-156
Detail as to native and foreign born and political condition of persons engaged in agriculture,	153-156
INDUSTRIAL AGREEMENTS,	156-173
Agreements between employers and employés in 12 cities of Massachusetts, repre- senting 22 trades,	157-173
Boston,	157-166
Carpenters,	157
Painters, decorators, and paper hangers,	157, 158
Bricklayers,	159
Wood, wire, and metal lathers,	159, 160
Bridge and structural iron workers,	160
Boiler makers and iron shipbuilders,	160, 161
Hoisting and portable engineers,	161, 162
Machinists and woodworkers,	162
Bakers,	163, 164
Brewery workmen,	164, 165
Bottlers and drivers,	165
Custom tailors,	165, 166
Team drivers,	166
Gloucester,	166-168
Quarry workers,	166, 167
General team drivers,	167
Coal team drivers,	167, 168
Haverhill—Shirt waist and laundry workers,	168
Holyoke—Coal handlers and helpers,	168
Lowell—Bakers,	168, 169
Lynn,	169, 170
Painters, decorators, and paper hangers, bakers, and general team drivers, .	169
Coal team drivers,	169, 170
Ice team drivers,	170
Malden—Team drivers,	170
North Adams—Bakers,	170
Pittsfield—Hack drivers,	170
Quincy—Steam engineers,	170, 171
Springfield,	171, 172

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In order to fully understand the first table, a careful and thorough explanation of the meaning of the column heads is absolutely necessary.

The first column is headed, "Foreign Born Males 20 years of age and over." In the State Census the age period divisions were from 10 to 14, 15 to 19, 20 to 29, etc., there being none ending on 21 years, although, as is well known, that is the year when males become eligible as voters.

The second column includes those who had been in the United States six years or more, and in the third column is given the number of those resident in the United States for less than six years.

The fourth column, headed "Number Disqualified," includes, first, all non-voters who are not classified with the naturalized on account of being resident in the town in which enumerated less than six months,

or in the State less than one year; second, all illiterate aliens, and also aliens who have been in the United States less than six years; third, males just 20 years of age at the time of the enumeration; and fourth, paupers, convicts, and idiots, and those of unknown political condition, the number of these latter being very small comparatively.

The fifth column is headed, "Number of Eligible Citizens." By this heading is meant the number of foreign born males, being of suitable age, literate, and long enough resident in the United States to become eligible as citizens.

The sixth column shows the number of naturalized voters, and needs no particular explanation.

The seventh column, headed "Aliens who could become Voters but who have not," is evidently the difference between the figures contained in the fifth and sixth columns: the number of naturalized voters being subtracted from the number of eligible citizens, the difference is the number of aliens who could become voters, that is, obtain full citizenship, but who have failed to comply with the naturalization laws.

The left hand column, headed "Place of Birth or Descent," includes not only the foreign born males born in the country specified, and of such descent, but also those males born in other foreign countries whose parents or whose fathers were born in the country specified.

We now present the table, the composition of which we have endeavored to make plain to the reader.

PLACE OF BIRTH OR DESCENT.	Foreign Born Males 20 years of age and over	Resident in the United States 6 years or over	Resident in the United States less than 6 years	Number Dis-qualified	Number of Eligible Citizens	Number of Naturalized Voters	Aliens who could become Voters but have not	Percent-ages of Eligible Citizens who are Voters	Percent-ages of Eligible Citizens who are not Voters
THE STATE.	311,789	244,622	67,167	100,040	211,749	138,148	73,601	65.24	34.76
Ireland,	113,699	101,722	11,977	24,725	88,974	69,970	19,004	78.64	21.36
Canada French, . . .	40,417	31,321	9,096	20,135	20,232	9,305	10,927	45.99	54.01
England,	33,856	28,146	5,710	6,080	27,170	18,166	9,004	66.86	33.14
Canada English, . . .	15,362	11,797	3,565	4,287	11,075	5,359	5,716	48.39	51.61
Nova Scotia,	14,514	11,216	3,298	4,125	10,389	4,865	5,524	46.83	53.17
Sweden,	12,154	7,710	4,444	4,953	7,221	3,850	3,371	53.32	46.68
Italy,	9,059	4,648	4,411	6,112	2,947	1,097	1,850	37.22	62.78
Russia,	9,292	4,409	4,883	5,684	3,608	1,587	2,021	43.99	56.01
Scotland,	12,691	10,601	2,090	2,556	10,135	6,319	3,816	62.35	37.65
Germany,	14,519	12,303	2,216	2,880	11,639	8,649	2,990	74.31	25.69
Portugal,	5,964	4,120	1,844	3,926	2,038	956	1,082	46.91	53.09
Poland,	3,713	1,291	2,422	2,763	950	397	553	41.79	58.21
New Brunswick, . . .	4,653	3,452	1,201	1,427	3,226	1,651	1,575	51.18	48.82
Newfoundland, . . .	2,318	1,392	926	1,080	1,238	557	681	44.99	55.01
Prince Edward Island, .	2,064	1,362	702	677	1,387	709	678	51.12	48.88
France,	2,088	1,595	493	627	1,461	788	673	53.94	46.06
Wales,	672	518	154	179	493	343	150	69.57	30.43
Other foreign countries,*	14,754	7,019	7,735	7,188	7,566	3,580	3,986	47.32	52.68

* Including unknown.

The whole number of foreign born males considered in the table is 311,789. Of these, 244,622 had been residents in the United States six years or over, while 67,167 had lived in the United States for less than six years. The disqualified numbered 100,040. Subtracting the number disqualified from the whole number of foreign born males leaves 211,749, being the number of eligible citizens. Of these, 138,148 had

become naturalized voters, leaving a total of 73,601 aliens who could become voters but have not.

Reduced to percentages, we find that the eligible citizens who have become voters represent 65.24 per cent of the whole number of foreign born males eligible as voters, while 34.76 per cent of the citizens who were eligible have not become voters.

The plan followed in analyzing the total line for the State should be applied to the line for each particular country. We will consider the presentation for Ireland. The number of foreign born males 20 years of age and over born in Ireland or of Irish descent was 113,699. Of these, 101,722 had lived in the United States six years or more, while 11,977 had lived in the United States less than six years. The number disqualified was 24,725. The number of eligible citizens, or foreign born males of Irish birth or descent eligible to become voters, was 88,974; of these, 69,970 had become voters, while 19,004 had failed to comply with the naturalization laws of the United States. In other words, 78.64 per cent had become naturalized, while 21.36 per cent of those eligible were still aliens.

Considering the last two columns of the table, devoted to percentages, in connection with each country specified in the table, we find that of the French Canadians eligible as voters, 45.99 per cent had become voters, while 54.01 per cent remained aliens; of those of English birth or descent, 66.86 per cent had become voters, while 33.14 per cent were still aliens; of the English Canadians, 48.39 per cent were voters and 51.61 per cent aliens; of the Nova Scotians, 46.83 per cent were voters and 53.17 per cent aliens; of the Swedes, 53.32 per cent were voters and 46.68 per cent aliens; of the Italians, 37.22 per cent were voters and 62.78 per cent aliens; of the Russians, 43.99 per cent were voters and 56.01 per cent aliens; of the Scotch, 62.35 per cent were voters and 37.65 per cent aliens; of the Germans, 74.31 per cent were voters and 25.69 per cent aliens; of the Portuguese, 46.91 per cent were voters and 53.09 per cent aliens; of the Poles, 41.79 per cent were voters and 58.21 per cent aliens; of the persons born in New Brunswick, 51.18 per cent were voters and 48.82 per cent aliens; of those born in Newfoundland, 44.99 per cent were voters and 55.01 per cent aliens; of those born in Prince Edward Island, 51.12 per cent were voters and 48.88 per cent aliens; of the French, 53.94 per cent were voters and 46.06 per cent aliens; of the Welsh, 69.57 per cent were voters and 30.43 per cent aliens; of persons born in other foreign countries not mentioned in detail, 47.32 per cent were voters and 52.68 per cent aliens.

It will be noticed that in the case of the Irish, English, Germans, and Welsh, the percentage of voters was in excess of the general average for the State. The lowest percentage was shown in the case of the Italians; of those eligible as voters only 37.22 in the hundred had become so, while 62.78 in the hundred still remained aliens.

The figures given in the second table are drawn from those shown in the first, but a new series of percentages are secured, showing the proportion of naturalized, disqualified, and of possible voters, for the State as a whole, and for each place of birth or descent.

PLACE OF BIRTH OR DESCENT.	Naturalized Voters of Specified Birth or Descent	Number Dis- qualified	Allens who could become Voters but have not	Foreign Born Males 20 years of age and over	PERCENTAGES		
					Natural- ized	Disquali- fied	Possible Voters
THE STATE.	138,148	100,040	73,601	311,789	44.31	32.08	23.61
Ireland,	69,970	24,725	19,004	113,699	61.54	21.75	16.71
Canada French,	9,305	20,185	10,927	40,417	23.02	49.94	27.04
England,	18,166	6,686	9,004	33,856	53.66	19.75	26.59
Canada English,	5,359	4,287	5,716	15,362	34.88	27.91	37.21
Nova Scotia,	4,865	4,125	5,524	14,514	33.52	28.42	38.06
Sweden,	3,850	4,993	3,371	12,154	31.68	40.59	27.73
Italy,	1,097	6,112	1,850	9,059	12.11	67.47	20.42
Russia,	1,587	5,684	2,021	9,292	17.08	61.17	21.75
Scotland,	6,319	2,556	3,816	12,691	49.79	20.14	30.07
Germany,	8,649	2,880	2,990	14,519	59.57	19.84	20.59
Portugal,	956	3,926	1,082	5,964	16.03	65.83	18.14
Poland,	397	2,763	553	3,713	10.69	74.42	14.89
New Brunswick,	1,651	1,427	1,575	4,653	35.48	30.67	33.85
Newfoundland,	557	1,080	681	2,318	24.03	46.59	29.38
Prince Edward Island,	709	677	678	2,064	34.35	32.80	32.85
France,	788	627	673	2,088	37.74	30.03	32.23
Wales,	343	179	150	672	51.04	26.64	22.32
Other foreign countries,*	3,580	7,188	3,986	14,754	24.26	48.72	27.02

* Including unknown.

Considering the State line, we find that of the 311,789 foreign born males 20 years of age and over, 44.31 per cent were naturalized and 32.08 per cent disqualified, while 23.61 per cent were possible voters. In other words, they could read and write and had lived in the country, State, or town long enough to become eligible as voters: they had not, however, complied with the naturalization laws of the United States, and for that reason only were debarred from full citizenship.

The line for Ireland shows that 61.54 in the hundred had become voters; 21.75 in the hundred were disqualified; while 16.71 in the hundred were possible voters who had not complied with the naturalization laws of the United States, though otherwise qualified.

Considering the column of percentages headed "Naturalized," we find that of the Irish, English, Germans, and Welsh, more than 50 in the hundred had become naturalized. In the case of the Italians, Russians, Portuguese, and Poles, more than 60 in the hundred were disqualified.

At the time of taking the last State Census, there were but 73,601 aliens in the State who possessed the necessary qualifications to become voters, who had not complied with the naturalization laws of the United States: of these Ireland supplied 19,004; Canada (French) 10,927; England 9,004; Canada (English) 5,716; and Nova Scotia 5,524.

It is not deemed necessary to repeat in text any more of the figures shown in the tables. Reference has been made to some of them in order to show the correct manner of reading the tables. It is believed that these tables present in a compact form all desirable details connected with the question of aliens and voters, and at the same time supply a basis for comparison with figures of a like nature to be secured by future censuses.

INDUSTRIAL STUDIES . . . No. 1.

AGRICULTURE.

In Part IV of the Bureau Report for 1902, under the heading "Sex in Industry," was given the number of males and females employed in the different branches of occupation included in the 13 productive industries of the Commonwealth.

In one of the tables a classification was presented showing, by sex, the number of persons native born of native descent, native born of foreign descent, foreign born, those males of foreign birth who had become naturalized, and those males of foreign birth who had not become naturalized and were considered as aliens.

To present this information for each detail or branch of occupation would have required more space than it was possible to allow in the Report. For this reason, in presenting the industry designated as Agriculture, there was room to give only the specifications referred to for the industry as a whole.

In this first of a series of Industrial Studies, it is proposed to present facts in regard to native and foreign descent and the political condition of immigrants in full detail for each branch of occupation under Agriculture. In succeeding numbers of the Bulletin other industries or branches of occupation will be presented in a similar manner.

As connected with the subject under consideration and having an important influence upon it, attention is called to the article relating to Aliens in Industry published in Labor Bulletin No. 27. In it a classification of occupations was given for each of the countries considered, but not in as full detail as is shown hereinafter.

The column headed "Foreign Born" in the following tables requires some explanation. In the case of males it includes all under 21 years of age, also those naturalized non-voters who had resided in the town in which they were enumerated less than six months or who had lived in the Commonwealth for less than one year. In the case of females, it includes all those of foreign birth, of whatever age, employed in the industry.

BRANCHES OF OCCUPATION AND SEX.	Native Born, Native Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
MALES.	26,524	2,284	205	4,288	3,181	36,482
Cranberry growers,	105	2	-	2	1	110
Employes — dairy — on farms,	12	1	2	1	3	19
Employes — seed farm,	4	1	-	2	1	8
Farmers,	21,814	1,472	105	2,755	2,024	28,170
Farmers and engaged in government service,	68	2	-	3	-	73
Farmers and engaged in manufacturing industries,	351	14	-	33	19	417

BRANCHES OF OCCUPATION AND SEX.	Native Born, Native Descent	Native Born, Foreign Descent	Foreign Born	Foreign Born, Natural- ized	Foreign Born, Alien	Aggre- gates
MALES — CON.						
Farmers and engaged in mining,	4	-	-	3	1	8
Farmers and engaged in professional service,	25	-	-	3	-	28
Farmers and engaged in the fisheries,	17	1	-	-	1	19
Farmers and engaged in trade,	345	14	-	36	17	412
Farmers and engaged in transportation,	92	5	-	5	2	104
Farmers and florists,	14	4	-	1	-	19
Farmers and fruit growers,	63	1	-	4	2	70
Farmers and laborers,	7	4	-	8	5	24
Farmers and market gardeners,	176	10	2	36	20	244
Farmers and other business,	326	17	2	18	15	378
Farmers and stock breeders,	34	1	-	1	4	40
Farm foremen,	158	21	2	28	48	257
Farm superintendents,	92	16	1	13	27	149
Florists,	258	180	21	122	123	704
Florists and gardeners,	31	15	3	41	26	116
Florists and nurserymen,	3	1	-	-	-	4
Florists and seed growers,	3	1	-	-	-	4
Florists — employers,	184	67	6	126	45	428
Foresters,	3	-	-	-	-	3
Fruit growers,	30	1	-	-	-	31
Gardeners,	522	254	49	726	581	2,132
Gardeners — employers,	67	6	-	29	11	113
Horticulturists,	9	2	-	-	-	11
Market gardeners — vegetable,	548	46	3	105	79	781
Marketmen,	34	6	1	6	-	47
Milk farmers,	956	83	7	140	90	1,276
Moss gatherers,	10	25	1	17	15	68
Nurserymen,	72	4	-	5	8	89
Overseers — farms, bogs, estates, etc.,	85	7	-	19	13	124
Planters,	2	-	-	-	-	2

BRANCHES OF OCCUPATION AND SEX.	Native Born, Native Descent	Native Born, For- eign Descent	Foreign Born	Aggregates
FEMALES.				
Employés — dairy — on farms,	186	13	48	247
Employés — seed farm,	1	1	1	2
Farmers,	136	4	33	173
Farmers and engaged in government service,	1	-	-	1
Farmers and florists,	1	-	-	1
Farmers and fruit growers,	2	-	-	2
Farmers and other business,	2	-	-	2
Florists,	17	4	3	24
Florists — employers,	11	3	1	15
Fruit growers,	1	-	-	1
Gardeners,	1	-	1	1
Market gardeners — vegetable,	2	1	1	4
Milk farmers,	11	-	7	18
Nurserymen,	1	-	1	2

Care of Animals, etc.

BRANCHES OF OCCUPATION AND SEX.	Native Born, Native Descent	Native Born, For- eign Descent	Foreign Born	Foreign Born, Natu- ralized	Foreign Born, Alien	Aggregates
MALES.						
Apiarists,	548	85	11	54	101	799
Care-takers — stock,	2	-	-	-	-	2
Drovers — cattle,	54	11	3	10	22	80
Herdsmen,	4	3	-	2	1	10
Hostlers — on farms,	3	1	-	3	4	11
Hunters and trappers,	23	9	2	1	8	43
Poultry dressers,	9	2	-	-	-	11
Poultry raisers,	7	5	-	1	2	15
Ranchmen,	387	31	2	26	24	470
Stable employés — on farms,	3	1	-	1	-	5
Stock breeders and raisers,	7	4	-	-	2	13
Teamsters — on farms,	31	-	-	2	3	36
	38	18	4	8	35	103

Care of Animals, etc.

BRANCHES OF OCCUPATION AND SEX.	Native Born, Native Descent	Native Born, For- eign Descent	Foreign Born	Aggregates
FEMALES.				
Poultry raisers,	24	1	3	28
Stock breeders and raisers,	24	1	2	27
	-	-	1	1

Recapitulation.

SEX.	Native Born, Native Descent	Native Born, For- eign Descent	Foreign Born	Foreign Born, Natu- ralized	Foreign Born, Alien	Aggregates
Males,	27,072	2,369	216	4,342	3,282	37,281
Females,	210	14	51	-	-	275
TOTALS,	27,282	2,383	267	4,342	3,282	37,556

Recapitulation with Percentages.

Males,	72.08	6.31	0.57	11.56	8.74	99.26
Females,	0.56	0.04	0.14	-	-	0.74
TOTALS,	72.64	6.35	0.71	11.56	8.74	100.00

The tables supply an opportunity for a somewhat extended and interesting analysis. Of the 36,482 males engaged in agriculture, 26,524, or 72.70 per cent, were native born of native descent; 2,284, or 6.26 per cent, were native born of foreign descent; 4,288, or 11.75 per cent, were of foreign birth but had become naturalized citizens; the aliens numbered 3,181, or 8.72 per cent of the whole number engaged in the industry.

Of the cranberry growers, 107 out of the whole number, 110, were of native birth.

Considering the farmers who depend entirely upon their farms for support, we find 21,814 were of native birth and native descent, or 77.44 per cent of the whole number; 1,472, or 5.23 per cent, were of native birth but of foreign descent; the foreign born naturalized numbered 2,755, or 9.78 per cent; and the aliens 2,024, or 7.18 per cent. Seventy-three farmers were also engaged in government service; 417 were also engaged in manufacturing industries; 412 were also engaged in trade; and 104 in transportation.

Of the florists, 438 were of native birth and 266 of foreign birth. Of the florists classified as employers, or those who were engaged in the raising of flowers as a business, 251 were of native birth and 177 of foreign birth.

Of the gardeners, classified as employers, 73 were of native birth and 40 of foreign birth. Of their employes, 776 were of native birth and 1,356 of foreign birth. Of the market gardeners, 594 were of native birth and 187 of foreign birth. The milk farmers of native birth numbered 1,039 and those of foreign birth 237.

There were 247 females reported as engaged in agriculture, of whom 186 were of native birth and native descent, 13 of native birth but of foreign descent, and 48 foreign born. Of the total number, 173 were classed as farmers; there were 15 florists (employers); 24 florists (employés); and 18 milk farmers.

The second section of the presentation relating to agriculture is designated "Care of Animals, etc." The table for males shows that 799 were thus employed, of whom 470 were poultry raisers; of these, 418 were of native birth and 52 of foreign birth. Of the 28 females reported in this section, 27 were poultry raisers, while one was classified as a stock breeder and raiser.

Considering the recapitulation, with percentages, we find that of 37,556 of both sexes engaged in agriculture (including care of animals), 72.64 per cent were of native birth and native descent; 6.35 per cent of native birth and foreign descent; 0.71 per cent, foreign born; 11.56 per cent, foreign born naturalized; and 8.74 per cent, alien. Combining these percentages, we find the native born represent 78.99 per cent and the foreign born 21.01 per cent; or in other words, nearly four-fifths of the persons engaged in agriculture were of native birth.

It should be borne in mind that 33,912 agricultural laborers are not included in the preceding presentation, they having been shown in the Census tables under the head of Laborers, that classification including agricultural laborers, laborers employed in manufacturing establishments, and "Other" or general laborers. Of the 33,912 agricultural laborers, 16,653, or 49.10 per cent, were native born of native descent; 4,613, or 13.60 per cent, native born of foreign descent; 1,925, or 5.68 per cent, foreign born; 2,583, or 7.62 per cent, foreign born naturalized; and 8,138, or 24 per cent, alien. Combining these percentages, we find that 62.70 per cent were of native birth and 37.30 per cent of foreign birth.

INDUSTRIAL AGREEMENTS.

As the plan of agreements between employers and employés governing hours of labor, wages, and working conditions in general is fast becoming an important factor in the labor situation, the Bureau intends to publish such data, as occasion warrants. It is generally conceded that trade agreements, when strictly adhered to, prove of great advantage to employers, inasmuch as uniformity of the cost of labor is secured, thereby putting employers upon an equal footing. Employés are benefited by the equalization of wages and hours in like craft, stated in definite terms. Joint agreements are a preventive of strikes and lockouts, for each provides in some manner for arbitration boards for the adjustment of all

differences arising between employers and employés. It is rare that such agreements are violated by employés going out on strike, and such action is never taken with the authorization of the trades unions.

Our first report upon this subject covers 12 cities and represents 22 trades. In this work, which we consider to be of value to both employers and employés, we ask the co-operation of the trades unions. It will greatly aid us if they will send us copies of agreements as soon as possible after same are made.

The presentation is limited to Massachusetts, the cities following in alphabetical order.

Boston.

CARPENTERS.

Master Carpenters Association and United Carpenters Council.

Declaration of Principles.

In carrying out this agreement the parties hereto agree to sustain the principle that absolute personal independence of the individual to work or not to work, to employ or not to employ, is fundamental and should never be questioned or assailed, for upon that independence the security of our whole social fabric and business prosperity rests, and employers and workmen should be equally interested in its defence and preservation. And inasmuch as the United Carpenters Council is now being recognized as a proper body to co-operate with in settling all matters of mutual concern between employers and workmen in this trade, it shall be understood that the policy of the Master Carpenters Association shall be to assist the said Council and its constituent Unions to make their bodies as thoroughly representative as possible.

Working Rules.

Hours of Labor. From May 1, 1903, to May 1, 1904, not more than eight hours labor shall be required within the limits of the day, except it be as overtime with payment for same as herein provided, except in shops where the time shall be nine hours.

Working Hours. The working hours to be from 8 A.M. to 12 M., and from 1 P.M. to 5 P.M., with one hour for dinner, during the months of February, March, April, May, June, July, August, September, and October. During the months of November, December, and January, each employer and his employés shall be free to decide as to the hours of beginning and quitting work, always with the understanding that not more than eight hours shall be required except as overtime as herein provided for.

Night Work. Eight hours to constitute a night's labor. When two gangs are employed, working hours to be from 8 P.M. to 12 M., and from 1 A.M. to 5 A.M.

Overtime. Overtime to be paid for as time and one-half.

Double Time. Work done on Sundays, Fourth of July, Labor Day, Thanksgiving, and Christmas Days, to be paid for as double time.

Wages. From this date of agreement to May 1, 1903, the minimum rate of wages to be 35 cents per hour. From May 1, 1903, to May 1, 1904, the minimum rate of wages to be 37½ cents per hour.

Pay Day. Wages are to be paid weekly at or before 5 P.M. of the established pay day of each employer.

Waiting Time. If any workman is *discharged* he shall be entitled to receive his wages at once and failing to so receive them he shall be entitled to payment at regular rate of wages for every working hour of waiting time which he may suffer by default of the employer. If any workman is *laid off* on account of *unfavorable weather*, he shall not be entitled to waiting time. If any workman is *laid off* on account of *lack of materials*, he shall be entitled to receive pay for every working hour at the regular rate of wages until notified that work must be temporarily suspended, and in that event he shall be entitled, on demand, to receive his wages at once, the same as in case of discharge. Should an office order be issued to a workman in payment of his wages, the workman shall be entitled to additional time sufficient to enable him to reach the office to receive payment.

Business Agent. The Business Agent of the Carpenters Union shall be allowed to visit all jobs during working hours to interview the steward of the job, and for this purpose only. Nothing in this rule shall be construed as giving such Agents any authority to issue orders controlling the work of workmen, or to interfere with the conduct of the work, and any infringement of this rule shall make the Agent so infringing liable to discipline, after investigation.

Foregoing agreement to be in force until May 1, 1904.

The question of shop work being of vital importance to mill-men in Boston and vicinity, thorough consideration will be given to this subject during the year, to the end that comprehensive action may be taken to equalize conditions.

PAINTERS, DECORATORS, AND PAPERHANGERS.

Master Painters and Decorators, members of the Master Builders Association, The Master Painters and Decorators Association of Boston and Vicinity, and Union 11 of the Brotherhood of Painters, Decorators, and Paperhangers of America.

Hours of Labor. From first Monday in April, 1903, to first Monday of April, 1904. Not more than eight hours labor shall be required in the limits of the day, except it be as overtime, with payment of same as provided for.

Working Hours. The working hours shall be from 8 A.M. to 12 M. and from 1 P.M. to 5 P.M. or 7:30 A.M. to 4:30 P.M. (one hour for dinner during Feb-

ruary, March, April, May, June, July, August, September, and October). During November, December, and January it shall be optional with the men on jobs whether they work half hour at noon and quit work at night accordingly.

Overtime and Holidays. All overtime shall be paid as double time, and nights, or Sundays, Washington's Birthday, Patriots' Day, Decoration Day, Independence Day, Thanksgiving Day, and Christmas, or the days upon which the same are celebrated, are to be paid for as double time, but in no case shall employes be required to work on Labor Day. When a workman intentionally evades working his full eight hours, he shall be reported by the employer, and disciplined by the Union, and the employer will deduct double time for the time lost in such cases.

Wages. The minimum rate of wages shall be 35 cents per hour for house painters and 40 cents per hour for decorators.

Pay Day. Wages to be paid weekly at or before 4.30 or 5 P.M. of the established pay day of each employer.

Waiting Time. If any painter or decorator is laid off or is discharged he shall, on demand, be entitled to his wages within 24 hours.

Business Agent. The business agent of the Painters and Decorators Union 11 shall be allowed to visit all jobs during working hours to interview the foreman of the job, unless objection thereto is made by the owner, architect, or master painter. This applies only to new work.

Out-of-Town Work. All members of the Brotherhood of Painters and Decorators, Union 11, working for firms doing business in Boston and vicinity shall receive in addition to the regular wages herein specified their board and traveling expenses or such expenses incurred with the work when working out of town, whether hired at the shop or on the job. No exception or evasion of this rule to be permitted, but this is not to be construed as preventing the employment of local workmen by the employer at not less than local or Boston prices. If a workman leaves his work before it is completed and without the consent of the employer, it shall be on his own time and at his expense.

Traveling. When workmen are sent out of town outside of the regular working time, they shall receive the regular eight hours' pay in every 24 hours consumed in such trips, and when traveling at night, sleeping berths shall be furnished, and when not staying overnight the workman shall take boat, train or cars nearest the hour to and from the job, and when there is no public conveyance, special arrangements shall be made as directed by the employer.

Tools and Materials. Workmen shall be responsible for all tools and materials given in their charge, and it is agreed that all tools or property of the employer shall on demand be turned over to the same, and failure to do so shall be considered sufficient cause to deprive said workman of his working card, or expulsion from the Union upon formal notice of the employer, unless the matter is satisfactorily adjusted.

Car-Fares. All employers shall pay car-fares to and from shop or job when workmen are obliged to expend the same in connection with the work.

Specialties. It is for our joint benefit that the employers and Union 11 should regard with disfavor any efforts to create specialties in our business, and an earnest effort by both should be made

to stop such a condition of affairs. We, therefore, jointly agree that we will do all in our power to stop this specializing or cutting up of our business and take such steps as may be deemed best to remedy the situation and confine the men in the various building trades strictly to their own business respectively.

All members of Union 11 hereby agree not to contract or sub-contract any work by the piece, day or job, for themselves or others.

Apprentices. All apprentices shall be required to serve a regular apprenticeship of at least three consecutive years at the business, and shall be at least 21 years of age at the completion of their term of apprenticeship. All apprentices properly indentured by agreement of contract shall be registered by the Union, and every effort shall be made to enable them to become practical workmen, and in the last year of their service they shall be admitted, without charge, into the Union, and on completion of their apprenticeship they will be entitled to all benefits, rights, and full membership on application, and they shall not be considered journeymen unless they have complied with these requirements. In the event of the discharge of a registered apprentice by an employer sufficient reason shall be given why another card should be issued to a new apprentice. The number of apprentices employed in any shop shall be on the basis of one to every six men employed. And under no consideration shall men be taken under instructions.

Employment. Inasmuch as the Brotherhood of Painters and Decorators and Paperhangers of America, Union No. 11, of Boston, is now being recognized as a proper body to co-operate with in settling all matters of mutual concern between employers and workmen in the trade, it shall be understood that the policy of the employers shall be to assist the said Union and its constituent Unions to make their bodies as thoroughly representative as possible, recognizing the fact that absolute personal independence of the individual to work or not to work, and the employer to employ or not to employ, is a fundamental right and should never be questioned or assailed. Therefore, we believe the best interests of the employers demand that all Painters and Decorators shall belong to the Brotherhood of Painters and Decorators, Union No. 11, carrying the latest working card issued to its members, and, all interests being equal, preference of employment shall be given by the Master Painters and Decorators Association to Union Painters and Decorators.

Agreement. In carrying out this agreement the parties hereto agree to sustain the above requirements, the same to go into effect the first Monday in April, 1903, and continue until the first Monday of April, 1904, and, if any change is contemplated by either party at its termination, notice in writing shall be given by the party contemplating such change at least three months prior to the expiration of this agreement, and in case of any disagreement as to the true intent and meaning of any part of this agreement, or in case of any claim or violation of any part of the same by either party, said party aggrieved shall notify the other in writing within 24 hours, and said grievance shall be adjusted at once by an arbitration committee consisting of two representatives from each party thereto, and they, if necessary, may choose another member.

BRICKLAYERS.

Working Rules adopted by Bricklayers' Benevolent and Protective Unions, Nos. 3 and 27, of Boston and Vicinity.

Classification.

1. Bricklayers' work shall consist of the cutting and laying of all brick in or upon any structure or form of work where bricks are used; all fire-proofing where blocks or slabs are used; the fitting and setting of all terra-cotta, the setting of all caps and sills on brick buildings, the pointing around window frames, when mortar is used, the pointing of all brick and terra-cotta fronts and the cutting out of all brick and terra-cotta to connect with new masonry.

2. Sewers, culverts, conduits, basins, bridges, retainers, reservoirs, man-holes, and drop-inlets, shall be classified as sewer work, and the cutting and laying of all brick in the construction of the same, together with the scraping, trimming, pointing and plastering of these structures, shall be bricklayers' work.

Hours of Labor.

1. Eight hours shall constitute a day's work, no bricklayer shall work more than 8 hours in 24 unless he is paid for overtime as provided. The working hours shall be from 8 A.M. to 12 M., and from 1 to 5 P.M. (one hour for dinner during February, March, April, May, June, July, August, September, and October). During November, December, and January, it shall be optional with the men on the work whether they shall start work at 12.30 and quit at 4.30 P.M.

2. When night gangs are employed, 8 hours shall constitute a night's work, the working hours shall be from 8 P.M. to 12 P.M. and from 1 A.M. to 5 A.M.

Wages.

1. The minimum rate of wages shall be 55 cents per hour.

2. The minimum rate of wages on all sewer work shall be 70 cents per hour.

3. Overtime to be paid for as time and one-half; the hours between 5 and 8 A.M., and 5 and 6 P.M., shall be paid for as double time.

4. Sundays, Independence Day, Labor Day, Thanksgiving and Christmas Days are to be considered as holidays, and work done on either of these days shall be paid for as double time.

Payment of Wages.

1. Bricklayers shall be paid every week before 5 P.M. on Saturday.

2. When a bricklayer is discharged or laid off he shall, on demand, receive his wages in cash or office order. An office order shall entitle the holder to one hour's pay in addition to time due for work performed. A violation of this Section entitles the bricklayer to compensation at working rates for the working time that elapses between the time of discharge or lay off, and the time of receiving his money, provided claimant remains at the job or office during all working hours until he is paid.

Preference of employment shall be given to members of BRICKLAYERS' UNIONS NOS. 3 AND 27.

The business agent shall not be interfered with when visiting any building under construction while attending to his official duties.

Working rules adopted July 1, 1903, to be effective until June 1, 1904.

WOOD, WIRE, AND METAL LATHIERS.

Master Lathers Association of Boston and Vicinity and Wood, Wire, and Metal Lathers Union, No. 72.

Hours of Labor. Eight hours shall constitute a day's labor. During the months of February, March, April, May, June, July, August, September, and October, the regular working hours shall be from 8 A.M. to 12 (noon), and from 1 P.M. to 5 P.M., except on Saturdays, when the regular working hours shall be from 8 A.M. to 12 (noon), but in cases of emergency work may be done during Saturday afternoon, by mutual agreement between employer and workmen. Failure to consent to work on Saturday afternoon shall not, however, operate to the disadvantage of the workman in his regular employment. During the months of November, December, and January each employer and his workmen shall be at liberty to arrange the hours of beginning and quitting work, always with the understanding that not more than eight hours shall be required as a regular day's labor. When work is carried on throughout the night, not more than eight hours' labor shall be required of any one gang, except in emergencies, and the regular working hours shall be from 8 P.M. to midnight and from 1 A.M. to 5 A.M. Work done by a regular gang in excess of eight hours shall be counted as overtime.

Classification of Workmen. Men qualified to do all grades of metal lathing and furring work shall be graded as first class. Men qualified to do metal lathing work only or furring only shall be graded as second class. Men not qualified to be graded in either of the above classes shall be graded as laborers, and shall not be employed on constructional work.

Apprentices. Men shall not be taken to learn the trade at over 21 years of age, and when so taken on shall serve two years before being graded as either first or second class.

Wages. For regular day's labor and for night labor, as defined in Rule 1, the minimum rate of wages shall be: For Metal Lathers.—First-class men, 42½ cents per hour; second-class men, 37½ cents per hour; laborers, 25 cents per hour; apprentices, 20 cents per hour, first year; 25 cents per hour, second year. For Wood Lathers.—First-class men, 45 cents per hour; second-class men, 40 cents per hour. Overtime, as defined in Rule 1, shall be paid for as time and one-half. Work done upon Sundays, Fourth of July, Labor Day, Thanksgiving, and Christmas Day shall be paid for as double time.

Pay Day. Wages shall be due and payable each week at or before 5 P.M. of such day as may be established by each employer as his regular pay day. When pay day is on Saturday, wages shall be paid at or before 12 o'clock noon of that day.

Waiting Time. If any workman is discharged he shall, on demand, be entitled to receive his wages at once. Failing to so receive them, he shall be entitled to payment at the regular rate of wages, for every working hour of waiting time which he may suffer by default of the employer. If any workman is laid off on account of *unfavorable weather, strikes, or lockouts in other trades, accidents, or other unusual causes*, he shall not be entitled to waiting time. If any workman is laid off on account of *luck of materials* he shall be entitled to receive pay for every working hour at the regular rate of wages until notified that work must be temporarily suspended; and in that event he shall

be entitled, on demand, to receive his wages at once, same as in case of discharge. If a workman voluntarily quits work he shall not be entitled to receive his pay until the next regular pay day. Should an office order be issued to a workman in settlement of his wages he shall be entitled to additional time sufficient to enable him to reach the office to have the order cashed.

Business Agents. The business agents of The Wood, Wire and Metal Lathers Union, Local 72, shall be privileged to visit any job during working hours to interview the steward of the job, and for this purpose only.

Nothing in this rule shall be construed as giving such agents authority to issue orders controlling the work of workmen, or to interfere with the conduct of the work, or to enter into discussion with or attempt to proselyte, any workman, either during working hours or at any time while said workman is on the employer's premises. Failure on the part of any business agent to observe this rule shall make him liable to discipline, after investigation, by the Joint Committee.

This agreement went into effect June 1, 1903, to remain in force until June 1, 1904.

BRIDGE AND STRUCTURAL IRON WORKERS.

Employers and Bridge and Structural Iron Workers Union, No. 7, of Boston and Vicinity.

1. (a) The party of the first part agrees that on and after May 1, 1903, and until April 30, 1904, eight hours shall constitute a day's work and agrees to pay a minimum scale of 50 cents per hour, and for all time worked in excess of the hours fixed upon to constitute a day's work, time and one-half shall be paid except as stated below on Sundays throughout the year. April 19, Decoration Day, Fourth of July, Thanksgiving Day, and Christmas Day or days that are observed as these holidays, double time will be paid for any time worked within the 24 hours constituting the calendar day. No work shall be performed on Labor Day, except in case of dire necessity, when the property of the employer is in jeopardy and the services of the men are required to place the same in a safe condition. Double time will be paid for any work performed on Labor Day.

(b) The party of the first part agrees to have pay day once a week. In case of lay-off, the men shall be paid in 24 hours; in case of discharge, the men shall be paid at the time of discharge or allowed waiting time for every hour they are compelled to wait.

2. (a) The party of the first part agrees to employ in the erection of bridges, buildings, viaducts, steel stacks and iron and steel structural work, including foundations and the erection and removal of false work for bridges and viaducts, the handling and operation of all derricks and rigging connected with the erection and removal of the same, the plumbing and shoring of all iron work in Boston and vicinity only members of the party of the second part or those who will become members at the next regular meeting after being employed, provided that they meet all the requirements of the party of the second part.

(b) In the erection of buildings and small structures, or in the erection of bridges the foreman employed shall be a member of the Union.

(c) In case it is desired by the party of the first part, separate shifts may be employed on the same work, paying each shift only the regular single

scale of wages provided for above. In such cases the hours of work of the day shift may be changed by consent of the employer and his men, but the hours of employment of such shifts shall not be more or less than eight hours, but no member of the Union will be allowed to work on two shifts unless he be paid the overtime rate for all over eight hours.

(d) The party of the first part further agrees that after material arrives on site all handling of same to be done by members of party of second part, and when necessary to use tackle or derricks to unload it shall then be done by members of this Union.

The party of the first part further agrees that the Business Agent of the Union shall have access to the works at all times during working hours, but shall not be allowed to interfere or delay men on the work during said hours.

3. (a) The party of the second part hereby agrees that they, each and severally, will faithfully and in a workmanlike manner perform all duties that may be required of them by the proper authority; and the Union further agrees that it will not allow its members to perform any work for any contractors that have not signed this agreement, but will use all lawful methods and call on our central bodies to assist us to carry out this agreement.

(b) The party of the second part further agrees that in case of trouble or any misunderstanding between the parties of this agreement the differences shall be arbitrated, work shall proceed, pending the arbitration under the conditions of this agreement. The arbitrators shall be three entirely disinterested parties, one selected by each party to this agreement, and the third selected by these two; and the decision of these arbitrators shall be binding on both parties; but none of the definite agreements of this contract shall be subject to arbitration.

This Union strictly forbids piece work of any kind.

Agreement shall go into effect May 1, 1903, and remain in force until April 30, 1904, to cover the corporate limits of Boston, and a radius of 50 miles.

BOILER MAKERS AND IRON SHIP BUILDERS.

New England Association of Boiler Manufacturers of Boston and Vicinity and Subordinate Lodge No. 9 of the Brotherhood of Boiler Makers and Iron Ship Builders of America.

To confirm and record verbal agreements made at conferences held April 28 and 30, 1903, and to record various customs in the trade that have become fixed, and also to provide a way to consider and adjust differences that may arise in the future, and to avoid strikes and lockouts:

1. The employers agree to grant, and the employees agree to accept, five per cent increase in wages over the rates paid in April, 1903, the increase to date from May 1, 1903.

2. The employers agree to pay, and the employees agree to accept, nine hours' pay for eight hours' work performed on repairs away from the shop, and nine hours shall be considered a working-day while performing any work in the shop on material, either new or old, that is required for the repairs. The working-day on new work which is being erected away from the shop is to remain nine hours as in the past.

3. The regular working-day on shop work, and

erecting new work away from the shop, shall be from 7 A.M. to 12 noon, and from 1 P.M. to 5 P.M. The regular working day on repair work away from the shop shall be from 8 A.M. until 12 noon, and from 1 P.M. to 5 P.M.

4. In the case of ship work, removal of old boilers from an old vessel, including cutting of iron bulkheads and bunkers, and preparing the vessel for new boilers, and replacing or renewing bunkers and bulkheads, is to be classed as old or repair work, and eight hours is to constitute a day's work, for which nine hours' pay shall be paid. Preparing the plates, etc., for bunkers and bulkheads in the shop is to be classed as shop work, and nine hours shall constitute a day's work. Placing the bunkers and bulkheads in old vessels is to be classed as old work, and eight hours shall be a day's work, for which nine hours' pay shall be paid. Placing new boilers in a new or old vessel, fitting up-takes, stacks, umbrellas, etc., necessary to get the boilers ready for steam, is to be classed as new work, and nine hours shall be a day's work.

5. On new work in or away from the shop, one and one-half hours' pay shall be given for each hour worked between 5 P.M. and midnight, and two hours' pay for each hour worked between midnight and 7 A.M., on regular working days. On repair work in the shop, two hours' pay shall be given for each hour worked between 5 P.M. and 7 A.M., on regular working days. On repair work away from the shop, two hours' pay shall be given for each hour worked between 5 P.M. and 8 A.M., on regular working days. On all work on Sundays and holidays, two hours' pay shall be given for each hour worked.

6. In consideration of this shortening of the working-day on repair work, the workmen agree to collect tools and materials required on a repair job before 8 o'clock if possible, so as to be ready to commence the day's work promptly at 8 o'clock; and the men who are working on repairs extending over several days within the city limits shall report at the job and begin work at 8 o'clock, unless it is necessary to go to the shop first for tools, material or instructions.

7. As the employer is responsible for all work performed, and for the successful conduct of the business, he must be the sole judge as to (a) What work shall be done. (b) What material shall be used. (c) What men shall be employed. (d) What tools and appliances shall be used. And the employés hereby agree that they will faithfully use the tools and appliances to the best of their ability, and will work harmoniously with their fellow workmen. The employers on their part agree not to discriminate against any workman because of his membership in a labor union or in any other lawful organization.

8. The employés agree to work by the hour or by the piece, as may be agreed between the employer and employé or employés, and that they will make no objection to the plan of working by the piece; and the employers agree that where work is done by the piece the rates shall be so fixed that mechanics and helpers can make at least a full day's pay.

9. The Business Agent of the Union will be allowed access to the men in case of necessity by applying at the office, and opportunity will be granted him to confer with men when it can be done without interfering with or obstructing the work, and this privilege is granted and accepted with the understanding that it is to be so used.

10. It is agreed that the employer has the right to discharge a workman, and a workman has the right to leave, at any time, provided in both cases that the act does not break an agreement.

11. No opposition shall be made by the employés to the introduction of the apprenticeship system in shops where the owners elect to establish it.

12. In case disagreements or disputes arise in the future between the parties to this agreement, or either party desires a change in any of its terms and conditions, the matter shall be considered by the employers and the employés of the shop where the question arises; or if it is a question affecting all the shops, it shall be considered by a committee of the Manufacturers' Association and of Lodge No. 9, and these parties shall make every reasonable effort to effect a settlement. If they are unable to agree among themselves, it is hereby agreed by the New England Association of Boiler Manufacturers and Subordinate Lodge No. 9 of the Brotherhood of Boiler Makers and Iron Ship Builders of America to submit the question or questions to a board of arbitration made up as follows: The Manufacturers' Association to choose three men and Lodge No. 9 to choose three men. The men chosen must not be personally concerned in the questions, nor shall they be public officials, nor shall they be salaried officials of a union of employés or of an association of employers. Pending conferences between employers and employés, or before the board of arbitration mentioned herein, it is agreed by both sides that there shall be no cessation of work, and no lockout or strike. Nor shall there be any cessation of work, lockout or strike because of differences or disputes between others than the parties to this agreement.

13. This agreement shall not be changed except by consent of both parties or by decision of the board of arbitration named herein, and any change so made shall go into effect three months after decision is rendered, unless both parties agree to make the change effective in a shorter time.

14. In such a trade as boiler-making it is very difficult and perhaps impossible to cover every point which is liable to arise, but this agreement is drawn by both sides on the principle of fair dealing between men; and the spirit of the agreement and of fair dealing is to determine the interpretation thereof.

This agreement signed in duplicate May 14, 1903.

HOISTING AND PORTABLE ENGINEERS.

Wages and working rules for Hoisting and Portable Engineers Union, Local No. 4, International Union of Steam Engineers.

1. *Hours of Labor.* Eight hours shall constitute a day's work.

2. *Working Hours.* The working hours shall be from 8 A.M. to 12 M. and from 1 P.M. to 5 P.M.

3. *Night Gangs.* Night labor shall be work done between the hours of 5 P.M. and 8 A.M., and eight hours only, within the period, shall be employed at the minimum rate of wages. No intermission of night labor without pay shall be allowed, except for one hour.

4. Except in cases of emergency, no work shall be done between the hours of 5 A.M. and 8 A.M. and 5 P.M. and 6 P.M. Overtime shall be paid for as time and one-half, except that the Engineer shall be allowed one hour for getting steam and no hoisting shall be done in that hour.

5. *Holiday Time.* Sundays, Patriots' Day, Memorial Day, Fourth of July, Labor Day, Thanks-

giving and Christmas Days, or days observed as these holidays; work done on these days shall be paid for as double time.

6. On jobs where continued service of an engine is required of 20 hours or more, shall be divided into three equal shifts.

7. The minimum rate of wages shall be 50 cents per hour.

8. If an engineer is laid off on account of lack of material or for other causes, or is discharged, and if said engineer demands his wages intending to seek other employment, he shall receive his money on demand.

9. Members employed on jobs where there is an engine shall not be called upon to do other than operate engine or boiler, except piping for the boiler, or piping for steam or water.

10. All engineers must report every morning and shall receive one hour's pay unless notified the night before that his service will not be required.

11. In case an engineer is laid off on account of weather in the morning he shall report at 1 o'clock if requested to, and should he start he shall receive the remaining half day. Should an engineer be requested to wait for material, he shall be paid waiting time.

12. The Business Agent shall be allowed to visit steward on jobs during working hours.

13. This Schedule to go into effect May 1, 1903.

MACHINISTS.

Employers and International Association of Machinists.

All agreements are based upon the constitution of the organization, which governs the body throughout the United States, Canada, and Mexico. Local conditions may vary the terms of employment somewhat, but the general conditions are present. This was intended for use in Boston and vicinity, and would be applicable all over the State where it is found necessary. The principle which it is sought to establish is to fix a minimum rate of wages rather than to regulate all wages.

Machinists. A machinist is classified as a competent general workman, competent floor hand, competent lathe hand, competent vise hand, competent planer hand, competent shaper hand, competent milling machine hand, competent slotting machine hand, competent die sinker, competent boring mill hand, competent tool maker, and competent linotype hand.

Hours. Nine hours shall constitute a day's work on and after May 20, 1901.

(Note: This arrangement of hours is not to interfere in any way with shops where a less number of hours per day is already in operation.)

Overtime. All overtime up to 12 o'clock midnight shall be paid for at the rate of not less than time and one-half time, and all overtime after 12 o'clock midnight, Sundays and legal holidays, shall be paid for at the rate of not less than double time.

(Note: The foregoing rates are not to interfere in any way with existing conditions; that is, where higher rates than above are paid, no reduction shall take place.)

Night Gangs. All machinists employed on night gangs or shifts shall receive overtime in accordance with section 3, for all hours worked over 54 per week.

Apprentices. There may be one apprentice for the shop and in addition not more than one apprentice to every five machinists. It is understood that,

in shops where the ratio is more than the above, no change shall take place until the ratio has reduced itself to the proper number, by lapse or by the expiration of existing contracts.

Wages. An increase of 12½ per cent over the present rates is hereby granted to take effect May 20, 1901.

Grievances. In case of a grievance arising the above firm agrees to receive a committee of their machinists to investigate and if possible adjust the same. If no adjustment is reached the case shall be referred to the above Company and the representatives of the International Association of Machinists. If no satisfactory settlement can then be agreed upon, the whole subject matter shall be submitted to a Board of Arbitration consisting of five persons, two to be selected by the above Company, two by the above Lodge of the International Association of Machinists, and the four to choose a fifth arbiter, and the decision reached by this Board is to be binding on both parties to this agreement.

WOODWORKERS.

Box Manufacturers of Boston and Vicinity and Amalgamated Woodworkers Union, No. 201, of Boston.

1. The party of the first part hereby agrees to hire none but members of the Amalgamated Woodworkers International Union who are in good standing and who carry a book issued by the above branch of said union, or workmen who shall make application for membership in said union or signify their intention to do so on or before the end of the second week of their employment.

2. It is agreed that the minimum wages of cutting-off sawyers shall be \$13.50 per week.

3. It is agreed that the minimum wages of fitters shall be \$12 per week.

4. It is agreed that the wages of other machine operators and hand nailers earning at present less than \$12 per week shall be increased five per cent over present wages.

5. Overtime shall be paid for at the rate of time and a quarter. This includes the recognized holidays: Patriots' Day, Memorial Day, Fourth of July, Thanksgiving, and Christmas.

6. Under no circumstances shall work be allowed on Labor Day or on any day after 9.30 P.M., except in case of repairs.

7. It is agreed that 9 hours shall constitute a day's work, except that eight hours shall be a day's work on Saturdays, making 53 hours a week's work.

8. It is agreed that any workman now receiving more than the above wages shall not be subjected to a reduction by the adoption of this scale.

9. It is agreed that in case of a dispute arising, a representative from the employer and one from the employes shall endeavor to make a satisfactory settlement. In case no satisfactory settlement can be made by this method, then it is agreed to refer it to the State Board of Conciliation and Arbitration within a reasonable time, their decision to be final. During the time no strike or lockout shall be declared.

10. It is agreed that the union shall try and bring about at once the same scale of wages for all box manufacturers supplying the Boston trade.

11. This agreement shall be in force from October 14, 1903, until October 14, 1904. If any change shall be desired by either party the proposed change shall be submitted 30 days before the expiration of this agreement.

BAKERS.

United Bakers of Boston and Vicinity, Local Unions 4, 45, and 53, and Local Union 202 of Waltham, and the Master Bakers of Boston and Vicinity.

1. No bakers other than members of the International Union of Bakers and Confectioners of America shall be employed by the parties of the second part in their bakeshops.

2. Sixty hours shall constitute a week's work, and no baker shall work more than six days or nights in any one week; and, under normal conditions, no baker shall work more than two hours in excess of said 60 hours in any one week.

3. Foremen shall be paid not less than \$18 per week; second hands not less than \$15 per week; and no baker shall be paid less than \$14 per week. Overtime in excess of said 60 hours shall be paid for at the rate of 35 cents per hour.

Each foreman in a bakeshop shall be entitled to one apprentice; and an additional apprentice shall be allowed for every four bakers who are working in the shop. No persons employed merely as cleaners, apple-parers, doughnut-friers or in the delivery department shall be considered as apprentices within the meaning of this agreement.

4. Jobbers must be hired directly at the offices of the several unions during office hours. They shall be paid \$3 for each day's work of 10 hours, and 35 cents for each hour in excess of said 10 hours' work in any one day.

5. When required, the day-men shall do the work upon brown bread and beans upon Sundays as heretofore, for which work they shall be paid at the rate of 40 cents per hour. No other work shall be required or performed by the day-men upon Sundays, except that they shall work during the whole day upon the Sunday before Labor Day, if so required, for which work they shall receive no extra pay, but it shall be considered and paid for as a part of the regular week's work.

6. No day-man shall be allowed or compelled to work on, nor receive pay for, any legal holiday, unless such holiday falls on a Saturday or a Monday; no night-man shall be allowed or compelled to work on, nor receive pay for, the night preceding any legal holiday unless such holiday falls on a Saturday or a Monday. No baker shall be allowed or compelled to work on the night of the Sunday next preceding Labor Day, but the bakers shall go to work on the night of Labor Day at the usual time.

7. No baker shall load or drive a baker's wagon.

8. The delegates or agents of the Unions who are parties to this agreement shall be allowed in any shop of the parties of the second part, during working hours, upon presenting proper credentials as such delegates or agents to the person in charge of such shop.

9. Providing that the several parties of the second part shall live up to this agreement in full, he or they shall have the right to buy and use the union label of the Bakers and Confectioners International Union of America.

10. All difficulties arising between employers and employes shall be submitted to a committee of five master bakers and five journeymen bakers. If this committee cannot settle such difficulties, such difficulties shall be submitted to the State Board of Conciliation and Arbitration, whose decision shall be final and binding upon both parties. No strikes or lockouts shall be permitted pending the decision

of the Arbitration Committee or the State Board, as the case may be.

11. A copy of this agreement shall be hung in a conspicuous place in every shop, for reference in case any disputes arise in regard to it.

12. This agreement shall go into effect upon the first week of May, 1903, and shall continue in force until May 1, 1904. And it is expressly understood and agreed that this agreement is a full and complete agreement as to the conduct of business between the parties hereto, and each party agrees to abide by and to continue work and business under its provisions without alteration, change, or addition until May 1, 1904.

If any change shall be desired by either party, to go into effect on May 1, 1904, the proposed change shall be submitted to the other party at least 30 days before the expiration of this agreement.

13. Under no consideration shall any member of the Local Unions, who are parties to this agreement, be permitted to lodge with his employer, nor shall any pay be taken for board given by the employer.

HEBREW BAKERS.

Employers and Journeymen Bakers and Confectioners Union No. 45.

1. Only members who are in good and regular standing in union to be employed. Jobbers to be hired through representative of local No. 45 of Boston.

2. No labor to be performed on Hebrew holidays and Labor Day, but if such labor becomes necessary during any part of the day, employes to be paid for the full day's work. Ten hours to constitute a day's work for six days a week. No overtime work to be performed except in important cases with the exception of Thursday and days before Hebrew legal holidays; said overtime to be paid at the rate of 40 cents per hour.

3. If employes for any reason are not capable of performing their work, they are to be substituted by members of local union No. 45.

4. Employers hereby agree to buy union labels from said union during the term of one year at 15 cents per thousand, payable in advance, and to paste said labels on each and every loaf of bread weighing one-half pound or more.

5. Representatives of the union to be allowed to enter bakeshops at any time for the purpose of accomplishing the union orders.

6. All differences arising between employers and employes to be settled by an arbitration committee to consist of three employers and three members of local No. 45. If this committee fails to agree a seventh man shall be chosen by both of the aforesaid parties, the same to be a disinterested party. Such committee must act within three days after receiving notice to meet. Its decision to be final.

7. It is expressly understood that in case the party of the first part commits breach of any or all provisions herein contained or does not abide by the decision of the arbitration committee herein referred to, the said party of the first part is to forfeit the security which may have been deposited by the party of the first part in favor of the party of the second part, such forfeited security to be turned over to and kept by the party of the second part.

8. The provisions herein contained to be changed at any time, provided that the parties mutually agree upon such change at four different meetings consisting of both of the aforesaid parties and the

whole agreement may be substituted at its expiration by mutual agreement of both parties.

9. Employers agree to pay jobbers doing bench work at the rate of \$3 per day, and \$4 per day for foremen. The union hereby agrees to supply employers with sufficient workmen, if possible.

BREWERY WORKMEN.

Proprietors of Boston Breweries and Local Unions 14 and 29 of Boston, National Union of the United Brewery Workmen of the United States.

1. None but members of the National Brewery Workmen's Union in good standing of Local Unions 14 and 29 shall be employed in the manufacturing of beer, ale or porter, handling or delivering of same, hauling of empty packages and materials used in manufacturing, except in cases of emergency, when the employer may employ outside teams, provided the drivers of such teams shall be members in good standing of any recognized teamsters' union. When the union has been applied to and cannot furnish outside men to equip teams, employers may put inside men temporarily on teams. Material purchased on the terms f. o. b. brewery premises shall be exempt from the provisions of this article.

2. In case of sickness of, or accident to, any employé, he shall be entitled to employment in his former capacity when he is able to perform his duties, provided he applies within three months.

3. Extra help employed during the busy season shall not be considered as regular employés, and shall be entitled to temporary employment only.

4. In case of slack business, as many men as necessary may be laid off in equal rotation, not longer than one week at a time, all men taking their turn, except the first man in each department.

5. Each workman shall have the right to board and live where he chooses, and no help shall be hired on the recommendation of customers.

6. Extra work done in and around the breweries shall only be performed by union men of their respective crafts.

7. Services done by employés in the interest of and for the benefit of the Union, except where it interferes with the duties of the employé, shall not be cause for discrimination or discharge.

8. No teamster shall be required to deliver hogsheads on route alone, and assistance shall be given to teamsters in the delivery of barrels on route when necessary. No man shall be required to pile full halves "three high" in the brewery.

9. When men have to change from cold to warm departments, and vice versa, they shall be allowed time to change their clothes.

10. Only union-made malt shall be contracted for to manufacture beer, ale or porter.

11. One apprentice shall be allowed for every 25 employés or fraction thereof. Such apprentices shall be instructed for two years in all the branches of the trade, and shall then become members of the union, after having passed a satisfactory examination before the same. No apprentice shall work longer than this agreement stipulates. The apprentice shall not be less than 16 nor more than 20 years of age.

12. Nine hours, in 10 consecutive hours, except as provided for below, shall constitute a day's or night's work, one hour being allowed for dinner. The regular day's work shall commence at 7 o'clock A.M., but in cases where men are obliged to go to work before 7 A.M., excepting teamsters starting at

6 o'clock A.M., or later, arrangements shall be made for the men to get their breakfasts. Men taking two hours for meals shall work nine hours in 11 consecutive hours. No man shall refuse to go to work before 7 o'clock A.M., if requested. Six days or six nights shall constitute a week's work, except for night watchmen, or stablemen, who shall work seven days or seven nights.

13. Sunday work shall be entirely suspended unless absolutely necessary, and in case of such necessity 35 cents per hour shall be allowed for each hour and fraction thereof, except to drivers, strikers, and stablemen, who shall clean their horses in the morning without extra allowance; also one of them alternating shall help the first stableman to feed and bed the horses in the afternoon without extra pay, but all Sunday work shall cease at 9 A.M. Harnesses and wagons shall be cleaned when necessary during working hours, but not on Sunday.

14. On legal holidays and election days work shall be paid for at the rate of 35 cents per hour, unless a full day's work is done, when regular rates shall be paid.

15. First man in cellar, first man in fermenting room, first man in brewhouse, and first man in washhouse at the rate of \$18 per week. Men in cellar, fermenting room, and brewhouse at the rate of \$16 per week. Men in washhouse at the rate of \$15 per week. Night watchmen, seven nights per week, at the rate of \$17 per week. Route drivers at the rate of \$17 per week. Depot drivers at the rate of \$16 per week. Strikers at the rate of \$13 per week. First man in stable, seven days per week, at the rate of \$17 per week. Night man in stable, seven nights per week, at the rate of \$17 per week. Other men in stable at the rate of \$14 per week.

16. Trip strikers shall be hired by the day, and any striker driving a team for half a day shall receive driver's wages.

17. In the cellar, brewhouse, fermenting room and washhouse one man shall be considered the head of the department, and shall receive pay accordingly.

18. Permanent employés and extra men shall do whatever work may be required of them. But in performing duties other than the regular work for which they are employed, they shall be paid the schedule rates for the work performed, but in no case shall the pay be reduced. No division of time shall be made for less than half a day. No outside man shall be required to work in cellar, fermenting room, mash floor or to wash casks. Stablemen working seven days or nights shall be allowed one day or night off every two weeks without loss of pay.

19. When required to work overtime the pay shall be 35 cents per hour: no man shall refuse to work overtime.

20. Pay day shall be weekly.

21. In case of grievances or differences between the employer and employés, on any matter except the discharging of men and other cases not expressly covered by articles in this agreement, the matter shall be laid before an arbitration committee consisting of five members, two of whom shall be appointed by the employer, and one of the two so appointed shall not be in any way interested in the brewing industry; two shall be appointed by the employés, and one of the two so appointed shall not be a member of any national or international union, the members of which are employés of brew-

eries; the fifth man shall be selected by the four men appointed as above, and shall not be in any way interested in the brewery industry or be a member of any labor organization. Or the case may be by mutual consent submitted to the State Board of Conciliation and Arbitration, and both the employer and employes shall abide by the decision of said committee or State Board of Conciliation and Arbitration. Pending the settlement of any dispute by arbitration no strike or lockout shall be declared.

22. Every man discharged by a subordinate officer shall, if he so desires, be given a hearing by the proprietor, president or general manager whose decision shall not be subject to arbitration. At such hearing the Business Agent of the Union may be present.

23. This contract is to remain in force until March 1, 1904, and continue annually unless notice has been given by either party thereto three months before the first of March of any year, and specifications of the proposed changes shall be submitted at least 60 days prior to March 1.

BOTTLERS AND DRIVERS.

United Brewery Workmen of the United States,
Local No. 122, Bottlers and Drivers, and Bottling Establishments.

1. None but members of Union 122 of the United Brewery Workmen shall be employed in bottling establishments. Boys under 21 years, women and girls not included in this contract. Girls and boys shall do such work as hand labeling, hand wiring, tin foiling and putting on wrappers. All men now employed shall be privileged to join the Union without prejudice or the payment of back assessments. In case the Union is unable to furnish a man satisfactory to the employer in case of need, it shall be the privilege of the employer to engage any man he wishes, and such employe shall then be admitted to the Union.

2. Ten hours shall constitute a day's work.

3. (a) When requested to work overtime no man shall refuse.

(b) No man shall be obliged to work on Sunday except teamsters or strikers, who shall give one hour to take care of their horses.

4. No overtime shall be allowed to route drivers or strikers except when required to do other than their regular work.

5. In case of prolonged illness of any employe he shall be entitled to the first chance of employment after regaining his health.

6. Employes under this agreement shall be discharged only for cause, such as incompetency, drunkenness, negligence, disobedience, dishonesty or disrespect to employers or foreman.

7. In case of slack business as many men as necessary may be laid off alternately not longer than one week at a time, all men taking their turn as far as possible without interfering with the business.

8. Men employed in bottling establishments for 12 consecutive months shall be considered as regular employes.

9. Extra help employed during the busy season shall not be considered as regular employes and shall be entitled to temporary employment only.

10. Vacancies among the regular employes may, if needed, be filled from the extra help hired.

11. No help shall be hired on the recommendation of a customer.

12. Teamsters or strikers handling or delivering bottled goods shall belong to the National Brewery Workmen's Union. Inside men may be used as strikers.

13. Foremen employed in the bottling establishments shall not do work belonging to members in this Union.

14. Minimum rate of wages follows:

Drivers,	\$15 per week
Strikers,	\$12 " "
Machine operators,	\$14 " "
Bottlers,	\$14 " "
Packers,	\$13 " "

Overtime shall be paid 30 cents per hour.

15. Men employed in the bottling department shall be paid not less than \$2 a day.

16. In shops where the work is not sufficient to keep the machine operators and bottlers constantly employed in their positions as machine operators and bottlers they may be employed in other work in the bottling shop for half a day or more, and during such time as they are employed in other work they shall be paid at the rate of \$2 a day.

17. No present wages shall be reduced.

18. Arbitration. Grievances or differences between employers and employes, if they cannot be adjusted between a committee of the employes of the establishment and employers, shall be laid before an arbitration committee consisting of five members, two of whom shall be appointed by the employer, two by the employes, and the fifth by the four men so appointed; or the case may be submitted by mutual consent to the State Board of Arbitration, and both the employer and employes shall abide by the decision of said committee or State Board of Arbitration.

19. This contract is to remain in force until April 1, 1901, and to *continue annually* unless notice has been given three months before the first of April in each year by either party.

This contract goes into effect from July 23, 1900.

CUSTOM TAILORS.

Employing Custom Tailors and Local Union No. 223, United Garment Workers of America.

The party of the first part, in consideration of the payment of one dollar, the receipt of which is hereby acknowledged, and other considerations, agrees with the party of the second part to employ only members in good standing of the Union of the second part, in the making and manufacturing of any and all garments made or manufactured partly or wholly, or work of any kind which is done in the line of work performed by the said party of the first part.

It is further agreed by the employer that he will not retain any garment worker in his employ after being notified by the said Union that such employe is objectionable to the Union either on account of being in arrears for dues or disobedience of Union rules or laws, or any other cause.

It is further agreed by the employer that all hands now working by the week shall continue to work by the week, and that they shall receive payment once a week. It is also agreed that piece workers shall be paid weekly.

It is further agreed that nine hours shall constitute a day's work, except in case of necessity, when help employed more than nine hours a day shall receive payment for such overtime at the regular

rate paid them. Under such circumstances, time of more than half an hour shall be counted as an hour.

It is further agreed by the employer that the hands employed by him during the busy seasons shall be retained by him through the dull season and not be discharged.

It is agreed that no help employed under this agreement shall be discharged by the employer without first notifying the Union, and if the Union regards the discharge as unfair or unjust, such action shall be referred to arbitration, said hands being retained until the arbitrators, who shall be chosen equally by both sides, shall have rendered a decision.

It is agreed by the employer that the Business Agent of the Union shall have the right to visit the shop or shops and workroom or workrooms used by the employer, for the inspection and examination of the same, or for the purpose of consulting any member or members of the Union at any time.

It is further agreed that the scale of wages for pressmen and operators shall be that in the list accompanying this agreement, and that the wages of other employes hired under this agreement shall be the same per day as they were paid previous to the signing of this agreement.

It is agreed by the Union that it will furnish all the help needed by the employer in his business, providing it is possible to do so, upon 24 hours' notice.

This agreement shall go into effect March 15, 1903, and shall continue in effect until March 15, 1904.

TEAM DRIVERS.

Master Teamsters Association and Team Drivers International Union, Local 25.

1. Eleven hours in twelve, from 6 A.M. to 6 P.M. shall constitute a working day. Said time shall commence from time of reporting at stable till time of dismissal at night. One hour, on or as near the usual hour, 12 to 1, as possible be allowed for dinner.

2. All time over and above said time shall be paid for at the rate of 25 cents per hour, or fractional part thereof, except Sundays and legal holidays, which shall be paid for at the rate of double time. (It is understood that men shall care for horses on the mornings of Sundays and holidays and pile sleds on one holiday without extra pay, and that in no case shall the payment for a holiday be deducted. If a man is called upon to work on a holiday, he shall be paid 25 cents per hour additional.)

3. The holidays recognized in this agreement are as follows: Washington's Birthday, Patriots' Day, June 17th, Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas. Under no circumstances shall any member of the organization be required to work on Labor Day. The days herein named shall not be deducted from the regular weekly wages.

4. All outside lumpers shall receive 40 cents per hour, and all time over and above said 11 hours shall be paid for at the rate of time and a half, *i.e.*, 60 cents, fractional parts of an hour to be paid for at the rate of one hour.

5. Regular lumpers shall receive not less than \$14 per working week. Laborers shall receive \$12 a week. A lumper is one who takes responsibility and directs operations; a laborer, one who has no responsibility and only uses physical energy.

6. The minimum rate of wages per week for drivers shall be as follows:

1-horse light wagons,	\$11
1-horse heavy wagons,	12
2-horse wagons,	14
3-horse teams,	15
4-horse teams,	16
5-horse teams,	17
6-horse teams,	18

Fifty cents extra per day shall be paid for, less than a working week. A substitute shall receive the same pay as the man whose place he fills.

7. In hiring teamsters in the future, members of the Team Drivers International Union shall be given the preference when of equal capacity and skill, and one member of the organization in each stable shall be allowed to act as representative of the organization, without discrimination.

8. A strike shall not be considered except as herein named. A strike ordered by the Team Drivers International Union shall not be an annulment of this agreement or a violation of the contract; should a strike be ordered by the Team Drivers International Union as above and a settlement and termination not be agreed to by both parties the question shall be submitted to the State Board of Conciliation and Arbitration, with both Committees, for conciliation and arbitration.

This agreement shall take effect Jan. 10, 1903, and continue in force until one year from date.

Gloucester.

QUARRY WORKERS.

Granite manufacturers and Quarry Workers Union of Cape Ann.

1. Working time in all departments to be the same as during last two years, *i.e.* nine hours.

2. Overtime to be paid for as time and one-half.

3. Men to be paid on regular pay day. Where monthly payments obtain, pay day shall not be later than the tenth day of each month.

4. An increase of one cent per hour to be paid to all quarrymen, laborers, engineers, and blacksmiths sharpening for quarrymen and paving cutters who were employed April 30, 1902, and who are members of Quarry Workers Union. One cent per hour to be advanced to men commencing May 1, 1903, if business warrants such increase. Thirty days' notice to be given.

5. An average of 20 men shall constitute a gang for one blacksmith sharpening paving cutters' tools.

6. Paving stock to be quarried on dimensions as near as practicable and consistent with other work.

7. When working by the hour, paving cutters to be paid 25 cents per hour.

8. Prices for cutting paving blocks shall be as follows: Large New York and Boston blocks, \$21.50 per thousand; large Philadelphia blocks, \$18 per thousand; Washington blocks (7 to 12 inches long, 3½ to 4½ inches wide, 5½ to 6 inches deep) \$16 per thousand; other blocks (7 to 9 inches long, 3 to 3½ inches wide, and 3½ to 4 inches deep) \$15.50 per thousand. On and after March 1, 1903, a further increase of \$1 per thousand to be paid on large New York, Boston, and Philadelphia blocks.

9. Special paving blocks other than those specified above to be paid for in proportion to the above rates.

10. Employes desiring to leave employers shall be paid in full within 48 hours.

11. Quarrymen while engaged in trimming paving blocks in vessels' holds shall be paid 25 cents per hour.

12. No discrimination to be shown by either employer or employes.

13. It is mutually agreed that any disagreement arising shall be settled by and between the employer and employes on the work where the dispute arises. Pending such settlement, it is agreed that there shall be no strike, lockout, or suspension of work. Failing to agree, the dispute shall be left to a committee of three, one to be selected by the manufacturers, one by the employes, the third, a disinterested party, to be selected by the two so appointed. The decision of the majority to be final.

14. This agreement to take effect May 29, 1902, to remain in force until May 1, 1904. Should either party desire a change at the expiration of said period, three months' notice shall be given previous to May 1, 1904.

GENERAL TEAM DRIVERS.

Team Drivers International Union, Local No. 266, and Employers.

1. Party of the second part does hereby agree to give preference in employment to members in good standing of T. D. I. U., and further agrees to assist the party of the first part, or their agents, in keeping their members in good standing.

2. (a) That 11 hours in 12 shall constitute a working day.

(b) That 66 hours shall constitute a working week.

(c) That one hour, on or as near the usual hour, 12 to 1, as possible, be allowed for dinner.

(d) That said time shall commence from time of reporting at stable, 6 A.M., till time of dismissal at night, 6 P.M.

(e) That all such time over and above said time shall be paid for at the rate of 25 cents per hour, or fractional part thereof, except Sundays or legal holidays, which shall be paid for at the rate of time and one-half.

(f) That helpers shall receive \$10 per week, and same holidays as teamsters.

(g) Helpers' hours shall be from 7 A.M. till 6 P.M.

(h) It is mutually understood that any teamster receiving more pay than this schedule calls for shall not be subject to any reduction.

3. (a) The holidays recognized in this agreement are as follows: Washington's Birthday, Lexington Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas, and no member of the organization shall be allowed to work on Labor Day, except in case of necessity; the days herein named shall not be deducted from the regular weekly salary.

(b) It is understood that men shall care for horses on Sundays and holidays, but in no case shall be required to clean harnesses on said days.

4. The minimum rates of wages recognized by this agreement are as follows:

1-horse teams, . . .	\$10 per week.
2-horse teams, . . .	12 per week.
3-horse teams, . . .	14 per week.
4-horse teams, . . .	15 per week.

That pay shall be paid in full weekly except that 25 cents extra per day shall be paid for, for less than a working week.

5. The organization on its part agrees to do all in its power to further the interests of said firm, and also agrees to furnish competent union teamsters when needed, if possible.

6. (a) A strike to protect union principles shall not be considered a violation of this agreement.

(b) Should a strike be ordered by the party of the first part, namely, Local No. 266, T. D. I. U., and a settlement and termination not be agreed to by both parties, it shall be submitted to the State Board of Arbitration with both committees for conciliation.

7. That this agreement takes effect on April 6, 1903, and continues in force until one year from said date.

COAL TEAM DRIVERS.

Team Drivers International Union, Local No. 266, and Employers.

1. Party of the second part does hereby agree to employ none but members of T. D. I. U. in good standing, and carrying the regular working card of the organization, or those willing to become members at the end of two months.

2. (a) That 10 hours in 11 shall constitute a working-day from May 1 to September 1.

(b) That 54 hours shall constitute a working week from May 1 to September 1.

(c) That one hour, on or as near the usual hour, 12 to 1, as possible, be allowed for dinner.

(d) That said time shall commence from time of reporting at stable, 6 A.M., till time of dismissal at night, 5 P.M., from May 1 to September 1.

(e) That all such time over and above said time shall be paid for at the rate of 25 cents per hour, or fractional part thereof, except Sundays or legal holidays, which shall be paid for at the rate of time and one-half.

(f) That helpers shall receive the going wages.

(g) Helpers' hours shall be from 7 A.M. till 5 P.M., from May 1 to September 1.

(h) It is mutually understood that any teamster receiving more pay than this schedule calls for shall not be subject to any reduction.

3. (a) The holidays recognized in this agreement are as follows: Washington's Birthday, Lexington Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas, and that under no circumstances shall any member of the organization be allowed to work on Labor Day; the days herein named shall not be deducted from the regular weekly salary.

(b) It is understood that men shall care for horses on Sundays and holidays, but in no case shall be required to clean harnesses on Sundays or holidays.

4. The minimum rates of wages recognized by this agreement are as follows:

1-horse teams, . . .	\$12 per week.
2-horse teams, . . .	13 per week.
3-horse teams, . . .	14 per week.
4-horse teams, . . .	15 per week.

That wages shall be paid in full weekly except that 25 cents extra per day shall be paid for, for less than a working week.

5. The organization on its part agrees to do all in its power to further the interests of said firm, and also agrees to furnish competent union teamsters when needed, if possible.

6. (a) A strike to protect union principles shall not be considered a violation of this agreement.

(b) Should a strike be ordered by the party of the first part, namely, T. D. I. U., Local No. 266, and a settlement and termination not be agreed to by both parties, it shall be submitted to the State Board of Arbitration with both committees for conciliation.

7. That this agreement takes effect on May 1, 1903, and continues in force until one year from said date.

Haverhill.

SHIRT, WAIST, AND LAUNDRY WORKERS.

Employers and Shirt, Waist, and Laundry Workers International Union, Local No. 144.

In consideration of the use of the union trade label or stamp, the employer agrees to abide by the following conditions.

1. The employer agrees to employ none but good standing members of the Union in each branch or department; this includes every employé with the exception of one bookkeeper. New help must secure permit.

2. That in accordance with state laws regarding work shops all sanitary conditions shall be observed.

3. Nine hours shall constitute a day's labor. Under no condition shall the employer ask or allow any employé to work overtime, except as provided as follows: in case of fire, flood, breakdown or extreme exigency the employer may work his help overtime after having gained consent of the Executive Board of the Union. All employés working overtime under these conditions shall be paid at the rate of time and a half for overtime work. The hours of labor shall be between 7 A.M. and 6 P.M.

4. The employer shall abide by the Union conditions as entered into each branch or department.

5. It is agreed that the Union will not cause or sanction a strike, or the employer will not lock out his or her help, while this agreement is in force.

6. The minimum wage for all washers and polishers shall be \$12 per week. The minimum wage for all starch ironers shall be \$1.50 per day or \$9 per week. The minimum wage for big hand ironers shall be \$1.50 per day or \$9 per week. The minimum wage for all women employés outside those mentioned above shall be \$1.25 per day or \$7.50 per week.

7. No employé shall be cut down (nor shall his successor) who is receiving more than the minimum wages mentioned in the foregoing article.

8. All questions of wages or conditions of labor that cannot be mutually agreed upon, shall be submitted to a board of arbitration composed of one person to represent the employer, one person to represent the Union, these to select a third member of the board. The decision of this board shall be final and binding upon both parties.

9. The employer agrees not to run his or her laundry on any legal holiday or day that a legal holiday is observed. All help working generally six or five days per week shall receive a full week's pay on all holiday weeks, whether working by the hour, day, or week. The Union agrees to work overtime on holiday weeks, not exceeding two hours on any one day, but whether working overtime or not shall receive pay as provided in this article.

10. The union trade label or stamp is the property of the Union, and shall be in the possession of a member designated by the Union. On the expiration of this contract the employer agrees to return all labels, cuts or stamps furnished, without cost to the Union, and to surrender all claims to their further use.

11. The Union agrees to exert its power as a labor organization to advertise and benefit the business of the employer.

12. This agreement is not transferable.

13. This agreement shall take effect May 1, 1903, and expire May 1, 1904. Should either party desire to alter, amend, or annul this agreement, they shall give written notice thereof three months prior to its expiration; after that time it cannot be altered, amended or annulled.

Holyoke.

COAL HANDLERS AND HELPERS.

Coal Dealers of Holyoke and Vicinity and the Coal Handlers and Helpers Union of Holyoke and Vicinity.

1. Wages shall be regulated as follows, and the minimum shall be as specified herein, and 10 hours shall constitute a day's work, holidays excepted.

2. Double team drivers shall receive pay as compensation at the rate of \$12 per week. Single team drivers shall receive pay at the rate of \$11 per week. Helpers shall receive pay at the rate of \$10 per week.

3. The holidays we shall not work and shall receive pay for are Christmas Day, Labor Day, Fourth of July, Thanksgiving Day, May 30th, and April 19th.

4. We shall receive a half holiday on each Saturday in the months of June, July, and August, stopping work at 12 o'clock, noon. We shall receive the same pay for this half-day as if we worked all day.

5. Any man who reports for work in the morning at the usual time and was not notified the night before not to come to work, if told in the morning there will be no work for him, shall receive his pay for that day.

6. All men who went out on strike shall be reinstated to their former positions, and no discrimination shall be allowed because of any action of any member during any time of the strike.

7. That all men who have been hired to take our places shall be discharged before we return to work.

8. Any man who goes to work in any of the yards as a helper or teamster and is not a member of our Union shall, after one week, make application to join our Union.

9. Any helper who has been receiving \$1.75 heretofore shall not be cut down; but shall continue to receive the same for 10 hours' work.

10. This agreement shall go into effect June 8, 1903, and remain in force for one year.

11. In the future, when there is a desire to have this agreement changed on or after the time set forth in this document either by the Coal Handlers and Helpers Union or by the coal dealers, notice must be served on either party two months in advance of the time the desired change shall go into effect.

Lowell.

BAKERS.

Employers and Journeymen Bakers and Confectioners International Union of America, Local No. 169.

1. Employers to employ only members of Bakers and Confectioners Union No. 169, who are in good and regular standing and who shall be hired directly through the Union.

2. Minimum wages a week: Foremen, \$18; second hands, \$15; bakers, \$13. One underhand in a shop of five men or fraction thereof. Any em-

ployer in need of a jobber shall pay not less than \$3 a day, and \$3.50 a day for foremen. Sunday work included to pay for holidays.

3. Employés shall not work more than 10 hours a day or 60 hours a week.

4. Union No. 169 to furnish to employers at any time as many men as possible.

5. Agreement to go into effect May 1, 1903, for one year.

Lynn.

PAINTERS, DECORATORS, AND PAPERHANGERS.

Master Painters and Decorators Association of Lynn and Vicinity and Union No. 111 of the Brotherhood of Painters, Decorators, and Paperhangers of America.

Wages. The minimum rate of wages shall be 36 cents per hour for house painters and decorators.

The sections headed Hours of Labor, Working Hours, Overtime and Holidays (except that Patriots' Day is not included), Pay Day, Waiting Time, Car-fares, Traveling, Tools and Materials, Specialties, Employment, and Agreement have been omitted from the foregoing agreement, as they are identical with said sections under corresponding rules and regulations of Boston (Master Painters and Decorators of Boston and Vicinity and Union No. 11), to which we would refer our readers.

BAKERS.

Master Bakers and Journeymen Bakers and Confectioners International Union of America, Local No. 182.

1. That the party of the first part will at all times in the conduct of his or her business employ only members of the Bakers and Confectioners International Union of America who are in good standing, and will hire them through Local No. 182, if possible.

2. That said members shall not work over 10 hours per day, except on the week of a holiday, when they shall not work over 50 hours per week, and no member shall work over two hours overtime in any one week, overtime to be at the rate of 40 cents per hour.

3. Shops employing only one baker—if in charge, he shall receive not less than \$18 per week; if he has a helper, he shall receive \$20 per week.

4. Shops employing more than one baker—the foreman shall receive not less than \$20 per week; the second hand, not less than \$16 per week; all bench hands, not less than \$15 per week. No Sunday work allowed.

5. One helper is allowed to each shift, whether night or day.

6. When a jobber is employed he shall receive not less than \$3 per day of 10 hours; overtime at the rate of 40 cents per hour.

7. The Secretary, or any members with credentials from the Union, shall be admitted to any shop.

8. Employers shall procure labels from this Local at the rate of six cents per 1,000 for plain and 7½ cents per 1,000 for combination, and agree to place them on all large bread.

9. The party of the first part agrees, if he shall at any time break any part of this contract, to forfeit all labels in his possession to this Local, who agrees to return said labels at same price paid by him.

10. That no strike will be declared on any shop until it has been referred to an arbitration com-

mittee composed of three members from this Local and three employers.

11. If any member reports for work under the influence of liquor and unfit for work, his employer or foreman shall report the same to this Local, who shall impose a fine on said member.

12. No member of this Local shall board with his employer.

Both parties of this agreement agree that this contract shall be in force from May 4, 1903, up to and including April 30, 1904.

GENERAL TEAM DRIVERS.

Team Drivers International Union, Local No. 42, and Employers.

1. That the teamsters report at stable at 6.45 A.M.

2. That the teamsters have a regular dinner hour.

3. That a working-day shall be 10 hours from 7 A.M. to 6 P.M., Saturdays 7 A.M. to 5 P.M. One hour for dinner.

4. Overtime shall be paid for at the rate of 25 cents per hour; all work of less than one-half day shall be paid for as overtime.

5. Teamsters reporting at the stable Sundays or holidays to clean horses or wagons to receive \$1 for same.

6. That the pay for single teams shall be \$12 per week, and a double team shall be \$14, payable weekly.

7. That lumpers shall be paid at the rate of \$11 per week, and should they take the places of regular drivers, they shall be paid the same rate as the men whose places they take.

8. Men to be discharged for dishonesty, incompetency, or intoxication.

9. Wagons to be cleaned once a week, on the company's time, from May 1 to November 1.

10. Members of Local No. 42, Team Drivers International Union, to be given preference of work.

11. Drivers to be responsible for all breakage or loss caused by carelessness or negligence.

12. That the Business Agent shall upon request be shown the payroll of any firm signing this agreement.

That this agreement take effect December 15, and continue for one year to December 15, 1903.

COAL TEAM DRIVERS.

Team Drivers International Union, Local No. 42, and Employers.

1. Teamsters shall report at barn, clean horses, and be ready to go on scales at 7 A.M. Day's work shall end at 5.30 P.M., excepting Thursday; Thursday at 4.30 P.M., with regular dinner hour each day.

2. That all overtime shall be paid for at the rate of 25 cents per hour, and work of less than one-half day shall be paid for as overtime.

3. That one-horse teamsters shall be paid \$12 weekly.

4. That two-horse teamsters shall be paid \$14 weekly.

5. That screeners be paid \$12 weekly.

6. That three-horse teamsters shall be paid \$15 weekly.

7. That any teamster who is obliged to report at the barn on Sundays or holidays shall receive \$1 for the same.

8. That members in good standing of Local 42 shall be given preference of work at all times.

9. That screeners shall report at wharf at 7 A.M. and quit work at 5.30 P.M., with regular dinner hour, excepting Thursday; Thursday at 4.30 P.M.

10. That the business agent of T. D. I. U., Local No. 42, shall, upon request, be shown the payroll of any firm that signs this agreement.

11. That men may be discharged for incompetency, dishonesty, gross carelessness, and intoxication.

12. That the Union be allowed a representative on each wharf, and no discrimination be used.

13. That this schedule go into effect Dec. 30, 1902, and continue till Dec. 30, 1903.

ICE TEAM DRIVERS.

Team Drivers International Union, Local No. 42, and Employers.

1. Route drivers to be paid \$15 per week from May 1 to Nov. 1.

2. Drivers to be paid \$12 per week from Nov. 1 to May 1.

3. Drivers of supply wagons to be paid \$12 per week.

4. Strikers or helpers to be paid not less than \$12 per week, but should they take the place of a regular driver, they are to receive the same pay as the man whose place they take.

5. All Sunday work must be done between 5 A.M. and 12 M., and shall consist of cleaning horses and loading wagons. No ice to be delivered on Sunday.

6. Holiday work to be the same as Sunday, except those falling on Saturday or Monday; this applies to Lynn, Saugus, and Swampscott.

7. Men to be paid in full for all holidays.

8. Members of Local 42, Team Drivers International Union, to be given preference of work.

9. Men to be discharged for dishonesty, incompetency, and intoxication.

10. That the Business Agent of Local 42 shall upon request be shown the payroll of any firm signing this agreement.

11. When men haul coal they shall receive the same pay as coal drivers.

12. This agreement to take effect May 1, 1903, and continue till May 1, 1904.

Malden.

TEAM DRIVERS.

Employing Team Drivers and Team Drivers International Union, Local 314.

1. In hiring teamsters or helpers members of Local No. 314 shall be given the preference, when of equal capacity and skill.

2. Working hours of teamsters shall be from 6 A.M. to 6 P.M.; wharfmen, from 7 A.M. to 6 P.M. This schedule to obtain throughout the year with the exception of Saturday from April 1 to Oct. 1 when the hours shall be for teamsters from 6 A.M. to 1 P.M.; for wharfmen, from 7 A.M. to 1 P.M.

3. The wages of single teamsters, \$12 per week; double teamsters, \$13 per week; wharfmen, \$12 per week. Teamsters shall be paid the above rate of wages for all holidays and wharfmen for three holidays, Fourth of July, Thanksgiving and Christmas, whether they are required to work or not.

4. It is understood that the question of overtime shall be dealt with justly, and men detained at night beyond reasonable length of time shall be paid or allowed extra time off. Men required to work on Saturday afternoon from April 1 to Oct. 1 shall be paid for overtime at the above rate of wages.

5. Agreement to take effect April 1, 1903, to remain in force for one year from said date.

North Adams.

BAKERS.

Master Bakers of Berkshire County and Bakers and Confectioners International Union, Local No. 203.

It is hereby agreed that the party of the first part will at all times, in the conduct of his or her business, employ only members of the Journeymen Bakers and Confectioners International Union.

And it is further agreed by the party of the first part not to require said Union men to work more than 10 hours a day, and no more than six days a week.

The scale of wages shall be: Foreman, \$15; second hand, \$12; any journeyman working with the master, \$15 per week; all jobbers to receive \$3 for 10 hours' work; the walking delegate or committee to have the privilege of going into the work shop.

And also agreed, that the Union Label be placed on every loaf of bread. The cost of the label is to be five cents per thousand to the Master.

The journeymen to have Labor Day as a holiday, but will notify the master one week previous how it will be arranged, so as to have bread the next day.

Also agreed, that one apprentice only is allowed with any shift of from one to three journeymen; that no apprentice is allowed to start to learn the trade above the age of 20.

In case any journeyman reports for work in an intoxicated condition, and the same is brought to the notice of Local Union 203, the said journeyman shall be fined.

In case of any differences between both parties, it shall be left to a committee to arbitrate.

In case of the non-compliance of the above mentioned rules, the Union reserves the right to withdraw the Label.

This contract, entered into May 18, 1903, to remain in force for one year.

Pittsfield.

HACK DRIVERS.

Employers of Hack Drivers and Hostlers Union, Local No. 458, of Team Drivers International Union.

1. No member of this Union shall work for less than \$12 per week. None but Union drivers shall be employed. The hours of labor shall be the same as at this date.

2. Men who quit work at 8 o'clock P.M. and are requested to stay or drive shall receive overtime pay at the rate of 15 cents per hour.

3. Each stable shall be allowed one boy to drive single teams and such.

4. For emergency calls only, any desirable drivers available may be engaged, provided all Union men are employed at time of calls.

5. Extra driving for funerals to be 50 cents for each funeral in this city.

Above agreement to take effect May 1, 1903, and continue in operation until May 1, 1904.

Quincy.

STEAM ENGINEERS.

Employers and International Union of Steam Engineers, Local No. 79.

1. Eight hours shall constitute a day's work; the hours of labor shall be the same as other employes, subject to Art. 5 (a).

2. (a) The minimum rates of wages shall be as follows: Any engineer having charge of or operating any stationary plant shall receive a minimum of \$15; the average rate shall be \$16, per week of forty-eight hours, holidays included.

(b) Any engineer having charge of or operating any hoisting or portable plant shall receive a minimum of \$15 per week of 48 hours, holidays included.

(c) Any engineer operating a skeleton engine shall receive a minimum of 25 cents per hour, and those now receiving 25 cents per hour shall receive an increase of five per cent.

3. All overtime ordered by the employer aside from the care of the plant shall be paid for extra at the following rates: Regular working days, at the regular rate; Sundays, time and a half; Decoration Day, Fourth of July, Labor Day, Thanksgiving, and Christmas, one-half time in addition to the regular pay.

4. No engineer in charge of a boiler shall be required to leave his engine to perform other duties unless his fire is banked or other engineer left in charge.

5. (a) The members of our union shall perform their duties faithfully and in a workmanlike manner, ready to start all machinery in their charge at the proper time required by the official of the party of the first part and to keep their engines and boiler in proper working order, and the time required for raising steam and getting ready to start shall not be considered overtime.

(b) The party of the second part further agrees that in case of any trouble or misunderstanding between the parties of this agreement, work shall proceed pending an adjustment by committees from the parties to this agreement. But none of the definite articles of this agreement shall be referred to a committee.

(c) And it is hereby further agreed that engineers working under this agreement wishing to change over or leave the employment of the party of the first part, shall give at least one week's notice that the mutual interest of both parties of this instrument may be best conserved and maintained.

6. This agreement shall take effect April 1, 1903, and continue until April 1, 1905.

Should either party desire a change in this agreement at its termination, three months' notice must first be given previous to April 1, 1905. If no notice of change is given by either party three months previous to April 1 of any year, the agreement then in force shall continue in force from year to year from that date. In case any change is desired, committee shall be appointed by the parties to this agreement, and in case they fail to agree, the matter shall be referred to a board of arbitrators, made up of three members of the party of the first part and three members of Local No. 79 of the International Union of Steam Engineers, they to select a seventh member; and the decision of this Board shall be accepted as final by both parties thereto.

The expense incident to arbitration shall be apportioned equally to the two bodies.

Springfield.

BAKERS.

Journeyman Bakers and Confectioners International Union, Local No. 142, and Employers.

1. On and after May 1, 1903, 60 hours shall constitute a week's work.

2. Wages for foremen not less than \$16; for second hands not less than \$13; bench hands not less than \$11. No reduction to be made in present wages.

3. In all bakeries only union men shall be employed.

4. Labor Day being a legal holiday, no labor shall be performed after 11 A.M. unless paid time and one-half.

5. Wages shall be paid weekly.

6. All employers complying with the above rules shall be supplied with the Union Labels free of charge, to better the conditions of the trade.

7. In addition, Bakers Union No. 142 will advertise free all shops complying with and living up to the above rules until May 1, 1905; and give 30 days' notice of any change desired, Central Labor Union to enforce the agreement.

8. All misunderstandings or grievances arising between employer and employé shall be arbitrated by an arbitration board consisting of three persons; one to be selected by the employer, one by the Union, these to select the third, and their decision to be final.

LAUNDRY WORKERS.

Employers and Local of Shirt, Waist, and Laundry Workers International Union.

1. The employer agrees to employ none but good standing members of the Union in each branch or department except office hands and heads of departments. Engineers are exempted.

2. That, in accordance with State laws relating to workshops, all sanitary conditions shall be observed.

3. That 54 hours shall constitute a week's labor. No reduction in wages to be made on account of reduction of hours of labor. Drivers are exempted.

4. The employer shall abide by the Union conditions as entered into and agreed upon in each branch or department.

5. It is mutually agreed that the Union will not cause or sanction a strike, or the employer will not lock out his employés while this agreement is in force.

6. All questions of wages or conditions of labor which cannot be mutually agreed upon shall be submitted to a board of arbitration composed of one person to represent the employer and one person to represent the Union, these to select a third member of the board.

7. The decision of a majority of this board shall be final and binding on the employer, the employés, and the Union.

8. Said label or stamp is the property of the Union and shall be in possession of a member designated by the Union. It is further agreed that on the discontinuance of this contract, the employer agrees to return all labels, cuts or stamps furnished, without cost to the Union; and to surrender all claims to their further use.

9. The Union on its part agrees to exert its power as a labor organization to advertise and to make all reasonable effort to benefit the business of the employer.

10. This agreement shall not be transferable.

11. This agreement, entered into March 11, 1903, shall remain in force until March 11, 1904. Should either party desire to alter, amend, or annul this agreement, they shall give a written notice thereof three months prior to the expiration of the term of this agreement.

12. Inexperienced hands to be allowed 60 days' apprenticeship before being compelled to join the Union. Old hands to be allowed 30 days from date to join the Union.

PAINTERS, DECORATORS, AND PAPERHANGERS.

Master Painters and Decorators Association and Brotherhood of Painters and Decorators of America, Local No. 257.

Hours of Labor. From first Monday in April, 1903, to first Monday of April, 1905. Not more than eight hours' labor shall be required in the limits of the day, except it be as overtime, with payment of same as provided for.

Working Hours. The working hours shall be from 8 A.M. to 12 M. and from 1 P.M. to 5 P.M. (one hour for dinner during February, March, April, May, June, July, August, September, and October). During November, December, and January it shall be optional with the masters whether they work half hour at noon and quit work at night accordingly.

Rules of Labor. Any master painter or decorator of the party of the first part may work at any time with his men or alone as he may wish, and any master painter or decorator of the party of the first part shall be allowed to enter into any contract with any other master painter or decorator, provided that all work under said contract shall be performed by union men so far as said union shall furnish or supply men to perform labor of the kind and quality required by said contract.

Overtime and Holidays. All overtime shall be paid as time and one-half except Sundays which shall be paid for as double time, but in no case shall employees be required to work on Labor Day. When a workman intentionally evades working his full eight hours, he shall be reported by the employer, and disciplined by the Union, and the employer will deduct double time for the time lost in such cases.

Wages. The minimum rate of wages shall be 37½ cents per hour for house painters and paperhangers.

Pay Day. Wages to be paid weekly between 5 and 6 P.M. of the established pay day of each employer.

Traveling. When workmen are sent out of town outside of the regular working hours, they shall be paid for the time actually spent in traveling at the same rate as they are paid for labor, except that in no case shall they receive more than eight hours' pay in each 24 hours of consecutive traveling time.

Subcontracts. All members of Union 257 hereby agree not to contract or subcontract any work by the piece, day, or job, for themselves or others.

Apprentices. This section is the same as corresponding section under Boston (see page 158) except as to number of apprentices. The rule pertaining thereto for Springfield reads as follows: Each shop shall be entitled to one apprentice provided said shop employs at least two journeymen on an average. Each shop shall be entitled to one additional apprentice for each six additional journeymen employed, but in no case shall any shop be entitled to more than three apprentices.

Employment. This section is the same as corresponding section under Boston (see page 158) with the following addition: The Union shall immediately notify in writing the secretary of the Master Painters' Association whenever a shop card is

granted to any person. No member of the Union shall be allowed to work more than eight hours in any one day for any master painter or decorator, except as provided in section relating to hours of labor, nor shall such member under any circumstances be allowed to work for any other person after working said eight hours. Any member violating this section shall be subject to a fine of \$10 for each and every offence and this fine shall not be remitted by said Union under any circumstances.

Should any misunderstanding arise under this agreement which cannot be adjusted by the two parties the question shall be submitted to an arbitration board to consist of two members to be selected by the master painters, two by the Union, and these four to select a fifth member. No member of this board shall be a master painter or a member of the Union. The decision of this board shall be binding and final. It is also agreed that if either party fails to live up to this section the other party may bring the matter to the attention of the Central Labor Union, and the Central Labor Union pledges itself to compel its enforcement.

This agreement shall be and become in full force and effect as soon as it has been executed in duplicate by the parties hereto, and shall continue in full force and effect until April, 1905, and for such time thereafter as is provided by the following: If either party hereto desires to amend or terminate this contract on said April, 1905, or at any time thereafter, said party shall give to the other party notice in writing of its intention at least three months before said party desires to amend or terminate this contract.

Under the agreement, the employers agree to hire only Union men, provided the Union shall furnish a sufficient number of competent workmen. The Union agrees that members shall work only for members of Master Painters and Decorators Association.

The sections headed Waiting Time, Out-of-town-work, Tools and Materials, and Car-fares have been omitted from the above agreement as they are identical with corresponding sections of similar agreement under Boston (see page 158).

Worcester.

GRANITE CUTTERS.

Employers and Branch of the Granite Cutters National Union.

The wages of granite cutters shall be 37½ cents per hour minimum. Eight hours shall constitute a day's work. Tool sharpeners to be paid the same as cutters. Thirteen cutters shall constitute a sharpeners' gang. Where a power grindstone is not used, 11 cutters shall constitute a gang.

The employer has the privilege of adding one or two extra men to the sharpeners' gang by paying 25 cents per man; and all extra kits, on being taken out, shall be taken note of, and no men of the original gang loading shall be counted out. A drill sharpeners' gang shall not consist of more than 16 men.

All over eight hours, done at the request of the employer, shall be counted once and one-half for overtime. Double time for Sundays and holidays.

Hours of starting to be left to the employer, from 7 till 8 A.M.; one hour nooning.

Wages to be paid weekly, not more than three days' pay to be retained.

All workmen discharged to be paid at once in cash. Workmen leaving voluntarily to be paid in money or bank checks.

Workmen to be paid during working hours.

Sheds to be heated in cold weather. Men working outside of sheds to receive 25 cents per day over the regular rate. Suitable sheds shall be provided for cutters for shelter from sun and rain.

One apprentice to be allowed to each gang, and an agreement drawn up between employer and apprentices to have them serve three years with one firm, and that no improvers be allowed. All work-

men of the granite-cutting machines to be members of the Granite Cutters National Union.

The above bill of prices and regulations to take effect March 1, 1903, and shall continue from year to year.

Should either party desire a change three months' notice shall be given previous to March 1 of any year.

Any dispute arising between employers and employés on the above agreement shall be submitted to a committee representing employers and employés, said committee to be known as the "Grievance Committee."

PROPORTIONAL EARNINGS AND PRODUCTION.

There is no doubt that the prices of the necessities of life have advanced. It is equally true that, in a general way, the cost of all raw materials and the prices of manufactured goods have been increased. On the other hand, wages in many branches of business have been increased. Many statements have appeared in print contrasting the increase in prices with the advance in wages, but the percentages vary so materially that it is impossible to fix upon any of them as indicative of the absolute truth.

Contemporaneous with these fluctuations in prices and wages have been the organization of trusts, or industrial combinations, and the great increase in the number and membership of the trades unions. The employers wish, naturally, to raise prices and increase profits, while their employés, as naturally, desire a reduction in the hours of labor and an increase in pay. This is the mathematical part of the labor problem, and being mathematical, the solution depends upon the proper collection and arrangement of reliable statistics which will show whether labor's share has or has not kept pace with the profits of capital.

Prof. John R. Commons writes in the *Review of Reviews*:

"While the wage earner has gained in two ways — increase in rate of wages and increase in amount of employment — the capitalist has also gained in two ways — increase in prices and increase in amount of production. If the wage earner works a larger number of days the employer gets a larger output. So that, with prices 40 per cent higher and wages 20 per cent higher, the wage earner's share of the increased production is less than his share of the smaller production. His command of comforts has increased, but the profits and rents from investments have increased still more.

The precession of prices and wages is characteristic of all periods of prosperity in all countries, but it is especially marked in the United States, where the tariff protects prices from foreign competition, while free immigration admits foreign workmen as competitors for wages. In the five years from 1898 to 1903 the imports of merchandise increased

66 per cent, while the number of immigrants increased 270 per cent. The rise in wages is checked by immigration, but the rise in prices is favored by protection."

Since the organization of the Bureau it has given particular attention to the gathering of statistics of wages and prices. By "wage" is meant the sum paid for a specified term of service, either day or hour, or the price paid for a specified quantity of work done, which is called piece work.

The first plan adopted for handling statistics of wages was to gather reports from a certain number of employes, and after dividing the sum total of the wage items by the number of persons, to present the quotient as an average wage. This figure in nearly every case was unreliable, and for reasons easily explained.

In the first place, the wages of men, women, and children were added together without discrimination: in the second place, figures for a large number of high priced working men or women were added to a similar number of quotations for lower paid employes, — the result being a high average wage. On the other hand, a very large number of low priced quotations might be added to a small number of high priced quotations, the result being a low average wage. The quotations were gathered at random, or were sent in in response to circulars, and the office could have no idea of the resulting average until after the returns had been aggregated.

Realizing the inherent defects, both in the manner of collection and presentation of wage statistics, an inquiry calling for classified weekly wages was introduced into the schedule for Annual Statistics of Manufactures. We copy the instructions given in the schedule upon this point:

Classified Weekly Wages. The object of this inquiry is to ascertain the number of persons receiving certain specified sums per week, whether paid by the day, week, or month. State the number of persons receiving under \$5 per week, the number receiving \$5 but under \$6 per week, etc., giving adults (males and females) and young persons separately as indicated by the column headings. These figures should be given for the week (or month) during which the largest number of persons was employed. If preferred, send a copy of your payroll giving amount paid to each adult and young person during the busiest week (or month). Salaried persons should be omitted.

Another form of the classified wage plan was called "Graded" wages. In this form of presentation, wages were considered as being high, medium high, medium, medium low, and low. All these plans or methods of collection and presentation are, however, deficient in one important respect; they do not show the amount actually earned by the workingman.

In 1886, it was provided by law that the Bureau should send out each year a schedule to manufacturers, calling for information which would show the condition of the great industries of the Commonwealth. Instruction 8 in the schedule issued for this purpose reads as follows:

Total Wages. The object of this inquiry is to ascertain the amount of wages paid during the year to all those who worked by the piece, day, week, etc., and whose labor directly produced or added to the value of the articles made. The total amount paid out in wages during the year ending December 31, or for the last financial year, should be given. Salaries of agents, managers, bookkeepers, salesmen, and others of this class, should be omitted. Only the wages paid to the persons actually employed in your own mill, factory, or shop should be returned.

Although this instruction calls for wages, it is evident that the figures returned would be the *earnings* or the actual amount paid to the persons employed during the year. Having these actual earnings and the number of persons to whom these amounts were paid, for each year from 1885 to the present time, and having also the value of goods manufactured in each of the years specified, it will be seen that there is a statistical basis for the comparison of earnings and production for the entire period from 1885 to 1902.

We have prepared a series of tables relating to the important industries of the State, which show the proportional earnings of employes in comparison with production. We present the one relating to Boots and Shoes.

Boots and Shoes.

Proportional Earnings.

(1890: Males, 31,221; Females, 11,547; Average Yearly Earnings, \$513.76.)

YEARS.	Proportional Representation as compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890,	100	73	27	1897,	92	69	31
1891,	98	71	29	1898,	90	69	31
1892,	104	71	29	1899,	91	69	31
1893,	97	69	31	1900,	90	68	32
1894,	96	70	30	1901,	94	69	31
1895,	95	70	30	1902,	96	68	32
1896,	96	69	31				

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employe
			Males	Females	Both Sexes	
1890,	474	\$84,533,551	31,221	11,547	42,768	\$807.46
1891,	567	36,609,613	30,774	12,569	43,343	844.65
1892,	731	43,165,985	35,312	14,423	49,735	867.92
1893,	712	37,711,998	31,318	14,071	45,389	830.86
1894,	638	33,943,486	28,604	12,259	40,863	830.67
1895,	544	28,994,038	25,019	10,722	35,741	811.23
1896,	605	34,061,691	29,161	13,102	42,263	805.95
1897,	675	38,761,196	32,974	14,814	47,788	811.11
1898,	644	29,801,786	35,650	16,247	51,897	766.94
1899,	688	44,513,306	38,686	17,357	56,043	794.27
1900,	673	48,222,576	40,390	18,898	59,288	813.36
1901,	692	52,289,187	42,723	19,596	62,329	838.92
1902,	661	53,176,032	41,924	19,300	61,224	868.55

The year 1890 is taken as the basis, and related figures are given for that year and for each year to and including 1902, the number of establishments considered, it will be noted, being different for each year.

The second column in that part of the table headed "Proportional Earnings" has for a heading "Proportional Representation as Compared with 1890."

In 1890, in 474 establishments, there were 31,221 males and 11,547 females employed in the manufacture of boots and shoes. The average yearly earnings were \$513.76, and in the table of proportional earnings this amount is considered as being represented by 100.

Reference to the table shows the figure 100 opposite the year 1890; opposite 1891 we find the figure 98, which indicates a falling off in that year of two points, or two per cent. In 1892 the proportion was 104, being a gain of four points, or four per cent, over 1890, and six points, or six per cent, over 1891. The figures for the succeeding years may be read in a similar manner. It will be noted that earnings were greatest in 1892, but that since that time the average yearly earnings have not been so great as they were in 1890, the highest figure being 97 in 1893 and the lowest 90 in 1898 and in 1900.

The proportion of the sexes is shown in the other two columns of that part of the table headed "Proportional Earnings." In 1890, out of 42,768 persons employed, 73 in each one hundred were males and 27 in each one hundred, females: in 1902, 61,224 persons being represented, 68 in each one hundred were males and 32 in each one hundred, females. In other words, the males had decreased five in each one hundred of the persons employed, and the females had increased the same number. In 1890, in each one hundred employes, the males were 46 in excess of the females; in 1902, in each one hundred employes, the males were but 36 in excess, a net loss of 10 in each one hundred on the part of the males.

The second part of the table, headed "Industry Product," requires some explanation. The first column, giving the years used in the comparison, the second, which states the number of establishments considered, and the fourth, fifth, and sixth columns, which present the number of males and females and those of both sexes employed in the industry, are self-explanatory.

The third column is headed "Industry Product." We extract from the Annual Statistics of Manufactures for 1892 an explanation of this term:

By "Industry Product" is meant the actual result of the productive forces in the industry, that is, the added value created above the value of stock and materials consumed. The values presented under the designation "Industry Product" are obtained by deducting from the total value of goods made in each of the specified industries the value of stock used, the difference being added value or actual product due to the industry. In the division of the proceeds of each industry, one part of this industry product is paid to the labor force in the form of wages, this being labor's share of the product. The balance constitutes a fund from which are paid freights, insurance, interest on loans (credit capital), interest on stock

(fixed or invested capital), rents, commissions, salaries, etc.; in fact, all expenses other than those for stock and wages. The remainder, if any, is the profit of the employer. The entire balance of the industry product remaining after the deduction of the amount paid in wages becomes a "Profit and Minor Expense Fund." . . . Of course, it will be understood that the term "Minor Expense" is relative. The expenses, some of which we have enumerated, paid out of this balance, are in themselves considerable in amount, and are only to be classed as "Minor" in comparison with the generally larger amounts expended for materials (stock) and wages."

The last column is headed, "Average Annual Industry Product per Employé," and is arrived at by dividing the total industry product for any given year by the number of persons employed. An analysis of the various points brought out by the table is deferred until the consideration of the summary, containing all the industries, is reached, for in that summary all the important points of comparison for the different industries considered are brought together, and much more can be learned from such a general comparison than from the consideration of a single industry.

We next present a series of nine other tables showing proportional earnings and industry product, for the industries designated as Carpetings, Cotton Goods, Leather, Machines and Machinery, Metals and Metallic Goods, Paper, Woollen Goods, Worsted Goods, and for "All Industries."

Carpetings.

Proportional Earnings.

(1890: Males, 2,025; Females, 2,378; Average Yearly Earnings, \$360.86.)

YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890,	100	46	54	1897,	96	49	51
1891,	104	46	54	1898,	94	51	49
1892,	107	45	55	1899,	103	50	50
1893,	102	45	55	1900,	104	49	51
1894,	98	47	53	1901,	109	50	50
1895,	103	47	53	1902,	119	51	49
1896,	95	49	51				

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employé
			Males	Females	Both Sexes	
1890,	12	\$2,796,543	2,025	2,378	4,403	\$635.14
1891,	12	3,845,161	2,149	2,523	4,672	823.02
1892,	12	3,238,907	2,279	2,786	5,065	639.47
1893,	11	2,640,133	1,951	2,384	4,335	609.03
1894,	11	2,139,131	1,760	1,984	3,744	571.35
1895,	11	2,855,013	2,154	2,429	4,583	622.96
1896,	12	2,371,772	2,074	2,158	4,232	560.44
1897,	12	2,466,305	2,265	2,357	4,622	533.60
1898,	12	2,378,468	2,127	2,076	4,203	565.90
1899,	12	3,089,008	2,295	2,268	4,563	676.97
1900,	12	3,017,796	2,241	2,368	4,609	654.76
1901,	9	3,508,559	2,275	2,298	4,573	767.23
1902,	10	4,048,438	2,670	2,536	5,206	777.65

Cotton Goods.*Proportional Earnings.*

(1890: Males, 33,395; Females, 37,659; Average Yearly Earnings, \$335.44.)

YEARS.	Proportional Rep- resentation as Com- pared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Rep- resentation as Com- pared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890,	100	47	53	1897,	100	50	50
1891,	102	47	53	1898,	96	51	49
1892,	103	48	52	1899,	99	52	48
1893,	102	48	52	1900,	108	52	48
1894,	96	48	52	1901,	108	52	48
1895,	98	49	51	1902,	114	52	48
1896,	99	50	50				

Industry Product.

YEARS.	Number of Establish- ments Considered	Indus- try Product	PERSONS EMPLOYED			Average Annual In- dustry Product Per Employé
			Males	Females	Both Sexes	
1890,	157	\$37,984,223	33,395	37,659	71,054	\$534.58
1891,	157	37,604,125	33,821	38,139	71,960	522.57
1892,	158	44,027,119	35,573	38,537	74,110	594.08
1893,	149	40,777,686	35,299	38,241	73,540	554.50
1894,	148	33,091,913	32,753	35,482	68,235	484.97
1895,	157	42,113,903	37,897	39,444	77,341	544.52
1896,	169	36,848,019	39,029	39,029	78,058	472.06
1897,	163	36,426,626	39,572	39,572	79,144	460.26
1898,	169	41,080,646	41,332	40,053	81,385	504.77
1899,	158	47,084,813	45,809	42,681	88,490	532.09
1900,	162	59,332,759	48,481	44,144	92,625	640.57
1901,	157	47,549,111	46,561	43,108	89,669	530.27
1902,	158	56,920,481	49,012	44,790	93,802	606.82

Leather.**Proportional Earnings.*

(1890: Males, 5,953; Females, 121; Average Yearly Earnings, \$516.90.)

YEARS.	Proportional Rep- resentation as Com- pared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Rep- resentation as Com- pared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890,	100	98	2	1897,	92	98	2
1891,	101	98	2	1898,	93	100	-
1892,	98	96	4	1899,	91	99	1
1893,	95	97	3	1900,	93	99	1
1894,	92	97	3	1901,	93	99	1
1895,	93	97	3	1902,	91	99	1
1896,	91	96	4				

* Included Leather Goods and Saddlery and Harness previous to 1898.

Industry Product.

YEARS.	Number of Establish- ments Considered	Indus- try Product	PERSONS EMPLOYED			Average Annual In- dustry Product Per Employé
			Males	Females	Both Sexes	
1890,	145	\$5,702,882	5,953	121	6,074	\$938.90
1891,	154	5,165,581	5,402	110	5,512	937.15
1892,	200	6,568,261	6,483	270	6,753	972.64
1893,	148	4,515,468	5,434	168	5,602	806.05
1894,	141	4,566,155	5,556	172	5,728	797.16
1895,	119	5,732,323	5,823	180	6,003	954.91
1896,	143	5,913,775	6,093	254	6,347	931.74
1897,	126	5,642,012	6,285	128	6,413	879.78
1898,	95	4,718,601	5,440	25	5,465	863.42
1899,	96	5,314,048	5,728	41	5,769	921.14
1900,	90	4,475,704	4,774	53	4,827	927.22
1901,	100	6,903,949	6,507	94	6,601	1,045.89
1902,	94	5,553,979	6,295	72	6,367	872.31

Machines and Machinery.

Proportional Earnings.

(1890: Males, 13,623; Females, 138; Average Yearly Earnings, \$531.35.)

YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890,	100	99	1	1897,	99	98	2
1891,	105	99	1	1898,	102	98	2
1892,	105	99	1	1899,	104	99	1
1893,	102	99	1	1900,	104	99	1
1894,	101	98	2	1901,	104	99	1
1895,	101	98	2	1902,	105	99	1
1896,	101	98	2				

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employee
			Males	Females	Both Sexes	
1890,	179	\$13,320,477	13,623	138	13,761	\$967.99
1891,	263	16,005,615	15,959	161	16,120	992.90
1892,	324	16,671,658	16,461	166	16,627	1,002.69
1893,	335	17,850,895	17,320	175	17,495	1,020.34
1894,	322	18,809,413	18,309	272	18,581	1,016.82
1895,	292	14,795,590	14,971	306	15,277	966.52
1896,	371	18,138,982	17,720	362	18,082	1,003.15
1897,	360	16,180,943	17,039	348	17,387	1,039.76
1898,	359	18,822,587	18,271	287	18,558	1,008.82
1899,	358	23,178,609	21,303	290	21,593	1,073.43
1900,	358	32,159,786	29,231	392	29,623	1,085.64
1901,	356	31,315,900	27,154	354	27,508	1,138.43
1902,	360	33,110,905	29,113	415	29,528	1,121.34

Metals and Metallic Goods.

Proportional Earnings.

(1890: Males, 15,876; Females, 1,764; Average Yearly Earnings, \$530.62.)

YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Representation as Compared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890,	100	90	10	1897,	93	90	10
1891,	96	91	9	1898,	96	90	10
1892,	97	90	10	1899,	96	90	10
1893,	95	90	10	1900,	96	90	10
1894,	106	89	11	1901,	105	91	9
1895,	97	89	11	1902,	105	92	8
1896,	96	90	10				

Industry Product.

YEARS.	Number of Establishments Considered	Industry Product	PERSONS EMPLOYED			Average Annual Industry Product Per Employee
			Males	Females	Both Sexes	
1890,	279	\$17,877,925	15,876	1,764	17,640	\$1,013.49
1891,	277	16,547,373	15,809	1,564	17,373	952.48
1892,	348	13,871,146	13,422	1,491	14,913	930.14
1893,	341	12,014,563	11,982	1,331	13,313	902.47
1894,	327	10,177,044	10,461	1,293	11,754	865.84
1895,	278	10,323,872	10,095	1,248	11,343	910.15
1896,	382	12,845,987	12,818	1,424	14,242	901.98
1897,	384	12,218,324	12,247	1,361	13,608	897.88
1898,	380	12,593,225	12,091	1,359	13,450	936.30
1899,	393	14,634,486	13,697	1,601	15,298	956.63
1900,	374	14,448,984	13,579	1,576	15,155	953.41
1901,	368	21,967,904	20,315	1,977	22,295	985.33
1902,	377	23,198,013	21,204	1,848	23,052	1,006.33

Paper.**Proportional Earnings.*

(1890: Males, 4,369; Females, 3,433; Average Yearly Earnings, \$415.88.)

YEARS.	Proportional Rep- resentation as Com- pared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Rep- resentation as Com- pared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890.	100	56	44	1897.	100	60	40
1891.	103	55	45	1898.	102	60	40
1892.	102	54	46	1899.	104	61	39
1893.	99	55	45	1900.	102	62	38
1894.	99	55	45	1901.	107	62	38
1895.	98	55	45	1902.	111	62	38
1896.	97	55	45				

Industry Product.

YEARS.	Number of Establish- ments Considered	Indus- try Product	PERSONS EMPLOYED			Average Annual In- dustry Product Per Employee
			Males	Females	Both Sexes	
1890.	84	\$8,616,353	4,369	3,433	7,802	\$1,104.38
1891.	102	10,122,856	5,430	4,443	9,873	1,025.31
1892.	104	11,684,416	5,812	4,951	10,763	1,085.61
1893.	98	8,369,264	5,312	4,346	9,658	866.56
1894.	98	8,647,720	5,316	4,349	9,665	894.75
1895.	97	8,983,665	5,759	4,711	10,470	858.04
1896.	123	9,419,292	6,112	5,060	11,112	847.67
1897.	91	8,545,758	5,506	3,671	9,177	931.21
1898.	80	8,938,012	5,319	3,478	8,797	1,016.03
1899.	80	9,608,233	5,588	3,566	9,154	1,049.62
1900.	75	9,005,248	5,481	3,425	8,906	1,011.14
1901.	75	10,738,411	5,780	3,603	9,383	1,144.45
1902.	75	12,425,894	6,424	3,967	10,391	1,195.83

* Included Paper Goods previous to 1897.

Woollen Goods.*Proportional Earnings.*

(1890: Males, 9,577; Females, 5,625; Average Yearly Earnings, \$368.89.)

YEARS.	Proportional Rep- resentation as Com- pared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Rep- resentation as Com- pared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890.	100	63	37	1897.	101	63	37
1891.	103	63	37	1898.	100	64	36
1892.	105	63	37	1899.	102	64	36
1893.	101	64	36	1900.	109	64	36
1894.	93	64	36	1901.	109	64	36
1895.	101	64	36	1902.	113	64	36
1896.	98	64	36				

Industry Product.

YEARS.	Number of Establish- ments Considered	Indus- try Product	PERSONS EMPLOYED			Average Annual In- dustry Product Per Employee
			Males	Females	Both Sexes	
1890.	121	\$10,749,345	9,577	5,625	15,202	\$707.10
1891.	138	12,826,986	11,012	6,467	17,479	733.85
1892.	142	14,282,544	11,465	6,754	18,199	784.80
1893.	125	11,387,112	10,148	5,709	15,857	718.11
1894.	115	9,265,047	9,127	5,134	14,261	649.68
1895.	110	9,971,271	9,713	5,463	15,170	657.04
1896.	122	8,269,142	8,749	4,922	13,671	604.87
1897.	117	10,563,025	10,626	6,240	16,866	626.29
1898.	142	12,449,168	12,415	7,023	19,438	640.46
1899.	138	14,729,887	12,235	6,971	19,206	766.94
1900.	140	16,103,138	12,700	7,212	19,912	808.72
1901.	148	18,400,084	14,040	8,036	22,076	833.49
1902.	149	21,528,634	15,754	8,765	24,519	878.04

Worsted Goods.

Proportional Earnings.

(1890: Males, 2,872; Females, 3,238; Average Yearly Earnings, \$371.34.)

YEARS.	Proportional Rep-resentation as Com-pared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Rep-resentation as Com-pared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890,	100	47	53	1897,	96	54	46
1891,	101	50	50	1898,	98	54	46
1892,	101	50	50	1899,	98	52	48
1893,	96	52	48	1900,	101	53	47
1894,	95	53	47	1901,	105	56	44
1895,	96	51	49	1902,	107	55	45
1896,	92	52	48				

Industry Product.

YEARS.	Number of Establish-ments Considered	Indus-try Product	PERSONS EMPLOYED			Average Annual Indus-try Product Per Employe
			Males	Females	Both Sexes	
1890,	20	\$4,009,425	2,872	3,238	6,110	\$656.21
1891,	21	4,998,334	3,983	3,982	7,965	627.54
1892,	22	4,837,755	4,289	4,288	8,577	564.04
1893,	20	5,579,530	4,693	4,332	9,025	618.23
1894,	21	4,759,832	4,358	3,864	8,222	578.91
1895,	21	6,915,775	5,889	5,659	11,548	598.87
1896,	27	6,965,696	5,885	5,433	11,318	615.45
1897,	31	9,434,920	6,861	5,844	12,705	742.61
1898,	35	9,894,950	7,044	6,063	13,107	754.94
1899,	34	13,026,246	7,829	7,174	15,003	868.24
1900,	34	12,795,778	7,708	6,826	14,534	880.40
1901,	38	14,909,075	9,063	7,133	16,196	920.54
1902,	39	19,839,873	10,515	8,533	19,048	1,041.57

All Industries.

Proportional Earnings.

(1890: Males, 178,329; Females, 91,866; Average Yearly Earnings, \$433.56.)

YEARS.	Proportional Rep-resentation as Com-pared with 1890	PROPORTION OF THE SEXES:		YEARS.	Proportional Rep-resentation as Com-pared with 1890	PROPORTION OF THE SEXES:	
		Males	Females			Males	Females
1890,	100	66	34	1897,	97	66	34
1891,	102	66	34	1898,	97	66	34
1892,	104	67	33	1899,	99	66	34
1893,	101	66	34	1900,	101	67	33
1894,	98	65	35	1901,	104	67	33
1895,	97	65	35	1902,	106	67	33
1896,	98	66	34				

Industry Product.

YEARS.	Number of Establish-ments Considered	Indus-try Product	PERSONS EMPLOYED			Average Annual Indus-try Product Per Employe
			Males	Females	Both Sexes	
1890,	3,041	\$220,970,760	178,329	91,866	270,195	\$817.82
1891,	3,745	250,890,348	193,292	99,574	292,866	856.67
1892,	4,473	274,134,443	209,138	103,908	312,146	878.23
1893,	4,397	239,251,645	193,492	99,677	293,169	816.09
1894,	4,093	208,932,538	170,559	91,839	262,398	796.24
1895,	3,629	221,785,690	179,593	96,704	276,297	802.71
1896,	4,609	235,447,969	197,040	101,506	298,546	788.65
1897,	4,695	246,722,763	207,119	106,697	313,816	786.29
1898,	4,701	278,025,426	219,560	113,109	332,669	835.74
1899,	4,740	312,485,475	239,366	121,665	361,031	865.54
1900,	4,645	344,129,222	254,397	126,544	380,941	903.37
1901,	4,696	366,445,481	269,324	130,673	399,997	916.12
1902,	4,658	407,056,066	282,525	137,256	429,781	967.38

The tables are so simple in construction that the reader may make comparisons for any single industry as regards proportional earnings for particular years, as also for persons employed, industry product, and average annual industry product per employé.

In order to show, however, what may be deduced from such comparisons, we present a summary for the years 1890 and 1902.

CLASSIFICATION.	Boots and Shoes	Carpetings	Cotton Goods	* Leather	Machines and Machinery
<i>Proportion of Males to 100 Employés.</i>					
In 1890,	73	46	47	98	99
In 1902,	68	51	52	99	99
Increase (+), or decrease (-), in 1902,	-5	+5	+5	+1	=
<i>Proportional Earnings (Both Sexes).</i>					
In 1890,	100	100	100	100	100
In 1902,	96	119	114	91	105
<i>Average Annual Industry Product per Employé.</i>					
In 1890,	\$807.46	\$635.14	\$534.58	\$938.90	\$967.99
In 1902,	\$808.55	\$777.65	\$606.82	\$872.31	\$1,121.34
In 1902 on basis of proportional earnings (should have been),	\$775.16	\$755.82	\$609.42	\$854.40	\$1,016.39
Percentage of increase (+), or decrease (-), in actual industry product in 1902 as against industry product based on proportional earnings,	+12.05	+2.89	-0.43	+2.10	+10.33
<i>Days in Operation.</i>					
In 1890,	285	273	294	290	301
In 1902,	292	302	303	293	298
<i>Proportion of Business Done.</i>					
In 1890,	72.16	72.83	92.59	71.32	72.97
In 1902,	67.06	88.00	91.62	65.52	72.52

CLASSIFICATION.	Metals and Metallic Goods	† Paper	Woollen Goods	Worsted Goods	All Industries
<i>Proportion of Males to 100 Employés.</i>					
In 1890,	90	56	63	47	66
In 1902,	92	62	64	55	67
Increase (+), or decrease (-), in 1902,	+2	+6	+1	+8	+1
<i>Proportional Earnings (Both Sexes).</i>					
In 1890,	100	100	100	100	100
In 1902,	105	111	113	107	106
<i>Average Annual Industry Product per Employé.</i>					
In 1890,	\$1,013.49	\$1,104.38	\$707.10	\$656.21	\$817.82
In 1902,	\$1,006.33	\$1,195.83	\$878.04	\$1,041.57	\$967.38
In 1902 on basis of proportional earnings (should have been),	\$1,064.16	\$1,225.86	\$799.02	\$702.14	\$866.89
Percentage of increase (+), or decrease (-), in actual industry product in 1902 as against industry product based on proportional earnings,	-5.43	-2.45	+9.89	+48.34	+11.59
<i>Days in Operation.</i>					
In 1890,	292	293	284	303	290
In 1902,	297	299	300	291	296
<i>Proportion of Business Done.</i>					
In 1890,	70.56	86.00	85.78	88.20	72.65
In 1902,	70.66	89.11	88.98	85.74	70.20

* Included Leather Goods and Saddlery and Harness previous to 1898.

† Included Paper Goods previous to 1897.

‡ No change.

We will consider first the figures given in the column headed "Boots and Shoes" in connection with the classification.

In 1890, the proportion of males in each one hundred employés was 73; in 1902 it was 68, a decrease of five in each one hundred. The proportional earnings for both sexes in 1890 was 100: in 1902 it had fallen to 96, a loss of four points, or four per cent.

In 1890, the average annual industry product per employé was \$807.46; in 1902 it had increased to \$868.55. Considering that proportional earnings, indicated by 100, represent \$807.46, the average annual industry product, it would naturally follow that proportional earnings represented by 96 should result in a reduced average annual industry product. On this basis, proportional earnings indicated by 96 would require an average annual product amounting to \$775.16. But we have seen that the actual industry product in 1902 was \$868.55 for each employé, which shows an increase of 12.05 per cent in actual industry product in 1902 as against an industry product based on proportional earnings.

In 1890 the boot and shoe factories were in operation seven days less than in 1902 and the proportion of business done reached 72.16 per cent of the total capacity of the establishments for that year, while in 1902 the proportion of business done was but 67.06 per cent of a possible 100.

Considering the percentages of increase or decrease in actual industry product in 1902 as against the industry product based upon proportional earnings, we find the following results for the other industries considered: In Carpetings, an increase of 2.89 per cent; in Cotton Goods, a decrease of 0.43 per cent; in Leather, an increase of 2.10 per cent; in Machines and Machinery, an increase of 10.33 per cent; in Metals and Metallic Goods, a decrease of 5.43 per cent; in Paper, a decrease of 2.45 per cent; in Woollen Goods, an increase of 9.89 per cent; in Worsted Goods, an increase of 48.34 per cent; and in All Industries, an increase of 11.59 per cent.

We have described the manner in which "Industry Product" is obtained; that is, by subtracting from the total value of the manufactured goods the cost of the stock used therein. The remainder may be further divided into two parts; one being paid in wages to persons employed, and the other forming the profit and minor expense fund previously explained.

For each of the years from 1890 to 1902, both inclusive, and for each of the industries previously considered, and for All Industries, we show in the following table the percentages of industry product paid in wages, in the consideration of which the fact should be recalled that in each year there was a variation in the number of establishments considered, and that apparent gains or losses were no doubt caused or greatly influenced thereby.

Percentages of Industry Product Paid in Wages.

YEARS.	Boots and Shoes	Carpetings	Cotton Goods	Leather	Machines and Machinery	Metals and Metallic Goods	Paper	Woollen Goods	Worsted Goods	All Industries
1890,	63.63	56.82	62.75	55.05	54.89	52.36	37.66	52.17	56.59	53.01
1891,	59.72	45.61	65.79	55.50	55.99	53.36	41.82	51.58	59.49	51.58
1892,	61.86	60.40	58.18	51.93	55.85	55.35	38.90	49.44	66.58	51.49
1893,	59.98	60.19	61.97	60.86	53.05	55.99	47.29	51.66	57.40	53.62
1894,	59.16	62.14	66.07	59.62	52.69	64.77	45.81	52.76	61.01	53.18
1895,	60.14	59.42	60.56	50.15	55.30	56.60	47.59	56.79	59.61	52.52
1896,	61.17	60.86	70.19	50.47	53.65	56.19	47.52	60.03	55.25	53.90
1897,	58.06	65.09	72.64	54.14	56.34	54.90	44.48	59.50	48.00	53.64
1898,	60.06	60.20	64.01	55.97	53.49	54.34	41.62	57.88	48.41	50.43
1899,	59.05	55.11	62.38	51.07	51.64	53.41	41.08	48.89	41.78	49.42
1900,	56.98	57.07	56.38	52.00	51.05	53.68	41.96	49.71	42.67	48.66
1901,	57.56	51.37	68.60	45.83	48.45	56.68	38.72	48.34	42.35	49.08
1902,	56.59	55.30	62.99	53.79	49.69	55.21	38.43	47.38	38.19	47.55

Considering the percentages for the years 1890 and 1902 only, we find a smaller percentage paid in wages in 1902, as compared with 1890, in the case of the following industries: Boots and Shoes, Carpetings, Leather, Machines and Machinery, Woollen Goods, Worsted Goods, and in All Industries. Those industries showing a larger percentage paid in wages in 1902 as compared with 1890 are: Cotton Goods, Metals and Metallic Goods, and Paper.

We next present a table showing the percentages of industry product devoted to profit and minor expenses, it having the same specification by years and industries as shown in the one relating to wages, and subject to the explanation which precedes that table.

Percentages of Industry Product Devoted to Profit and Minor Expenses.

YEARS.	Boots and Shoes	Carpetings	Cotton Goods	Leather	Machines and Machinery	Metals and Metallic Goods	Paper	Woollen Goods	Worsted Goods	All Industries
1890,	36.37	43.18	37.25	44.95	45.11	47.64	62.34	47.83	43.41	46.99
1891,	40.28	54.39	34.21	44.50	44.01	46.64	58.18	48.42	40.51	48.42
1892,	38.14	39.60	41.82	48.07	44.15	44.65	61.10	50.56	33.42	48.51
1893,	40.02	39.81	38.03	39.14	46.95	44.01	52.71	48.34	42.60	46.38
1894,	40.84	37.86	33.93	40.38	47.31	35.23	54.19	47.24	38.99	46.82
1895,	39.86	40.58	39.44	49.85	44.70	43.40	52.41	43.21	40.39	47.48
1896,	38.83	39.14	29.81	49.53	46.35	43.81	52.48	39.97	44.75	46.10
1897,	41.94	34.91	27.35	45.86	43.66	45.10	55.52	40.59	52.00	46.36
1898,	39.94	39.80	35.99	44.03	46.51	45.66	58.38	42.12	51.59	49.57
1899,	40.95	44.89	37.62	48.93	48.36	46.59	58.92	51.11	58.22	50.58
1900,	43.02	42.93	43.62	48.00	48.95	46.32	58.04	50.29	57.33	51.34
1901,	42.44	48.63	31.40	54.17	51.55	43.92	61.28	51.66	57.65	50.92
1902,	43.41	44.70	37.01	46.21	50.31	44.79	61.57	52.62	61.81	52.45

In the case of Boots and Shoes, Carpetings, Leather, Machines and Machinery, Woollen Goods, Worsted Goods, and All Industries, an increase is shown in the percentage of industry product devoted to profit and minor expenses; a decrease is shown in the case of Cotton Goods, Metals and Metallic Goods, and Paper. In other words, in seven instances the profit and minor expense fund had increased in 1902 as compared with 1890, and had decreased in the case of three industries.

Referring to the comparison of proportional earnings in 1890 and 1902, on page 182, we find an increase in eight instances, and a decrease in two: Boots and Shoes and Leather.

We are now ready to bring together the comparative figures for industry product which represent the number of establishments considered in each year, the "wage fund," and the "profit and minor expense fund;" the percentages indicating the comparative size of these funds; the increases or decreases, by years, for each of these funds; the proportional earnings, the average yearly earnings, and the average profit and minor expense fund per employé. All of these points are shown, for the years 1890 to 1902, in the table which follows:

All Industries — 1890-1902.

YEARS.	Number of Establishments Considered	INDUSTRY PRODUCT		
		Wage Fund	Profit and Minor Expense Fund	Total
1890,	3,041	\$117,144,984	\$103,825,776	\$220,970,760
1891,	3,745	129,416,248	121,474,100	250,890,348
1892,	4,473	141,156,063	132,978,380	274,134,443
1893,	4,397	128,286,397	110,965,248	239,251,645
1894,	4,093	111,103,085	97,829,453	208,932,538
1895,	3,629	116,483,743	105,301,947	221,785,690
1896,	4,609	126,913,372	108,534,597	235,447,969
1897,	4,695	132,334,075	114,388,688	246,722,763
1898,	4,701	140,212,103	137,813,323	278,025,426
1899,	4,740	154,415,381	158,070,094	312,485,475
1900,	4,645	176,449,273	176,679,949	344,129,222
1901,	4,696	179,851,715	186,593,766	366,445,481
1902,	4,658	193,552,175	213,503,891	407,056,066

All Industries — 1890-1902 — Concluded.

YEARS.	PERCENTAGES OF INDUSTRY PRODUCT		INCREASE (+), OR DECREASE (—), IN PERCENTAGES OF INDUSTRY PRODUCT		Proportional Earnings	Average Yearly Earnings	Average Profit and Minor Expense Fund per Employé
	Paid in Wages	Devoted to Profit and Minor Expenses	Paid in Wages	Devoted to Profit and Minor Expenses			
1890,	53.01	46.99	—	—	100	\$433.56	\$384.26
1891,	51.58	48.42	—1.43	+1.43	102	441.90	414.78
1892,	51.49	48.51	—0.09	+0.09	104	452.21	426.01
1893,	53.62	46.38	+2.13	—2.13	101	437.59	378.50
1894,	53.18	46.82	—0.44	+0.44	98	423.41	372.83
1895,	52.52	47.48	—0.66	+0.66	97	421.59	381.12
1896,	53.90	46.10	+1.38	—1.38	98	425.16	363.54
1897,	53.64	46.36	—0.26	+0.26	97	421.69	364.51
1898,	50.43	49.57	—3.21	+3.21	97	421.48	414.27
1899,	49.42	50.58	—1.01	+1.01	99	427.71	437.83
1900,	48.66	51.34	—0.76	+0.76	101	439.57	463.80
1901,	49.08	50.92	+0.42	—0.42	104	449.63	466.49
1902,	47.55	52.45	—1.53	+1.53	106	459.98	507.40

The wage fund of \$117,144,984 in 1890 had increased, in 1902, to \$193,552,175, but the number of persons employed had advanced from 270,195 in 1890 to 420,781 in 1902. The number of days in operation in 1890 was 290 and in 1902 296, a gain of six days' production. The proportion of business done in 1890 as compared with largest possible product (or 100 per cent) was 73 per cent; in 1902 it was 70 per cent.

If we examine columns 7 and 8 in the table last presented, we shall see the fluctuations in the percentages of industry product going, respectively, to the wage fund and to the profit and minor expense fund. In 1891 and 1892 combined the wage fund lost 1.52 per cent, but in 1893 it gained 2.13 per cent. In 1894 and 1895, combined, it lost 1.10 per cent but gained 1.38 per cent in 1896. In 1897, 1898, 1899, and 1900 it lost, combined, 5.24 per cent, gaining 0.42 per cent in 1901, and losing 1.53 per cent in 1902. In 1902 as compared with 1890 the wage fund had fallen from 53.01 per cent to 47.55; the profit and minor expense fund had risen, in the same time, from 46.99 per cent to 52.45, a gain equal to the wage fund decrease.

In 1902 the average yearly earnings were \$459.98 as compared with \$433.56 in 1890, or a gain of six per cent. The average profit and minor expense fund per employé increased from \$384.26 in 1890 to \$507.40 in 1902, a gain of 32+ per cent.

It is evident that these figures, instructive as they are, and based on official records, do not reach to the root of the question. To solve the problem it will be necessary to go still deeper.

The question now presents itself—What part of the profit and minor expense fund is *profit* and what part *expense*?

Part IV of the Bureau Report for 1890 was entitled "Net Profits in Manufacturing Industries." The tables therein were based upon certified returns from 10,013 manufacturing establishments.

As in the present article "Stock" and "Wages" were deducted from the "Value of Goods Made," and the remainder became the "Profit and Minor Expense Fund." The following items of expense were returned on the 10,013 schedules: Salaries, rent, taxes, insurance, freight, new equipment, repairs, and "other expenses." When the aggregate of these items was subtracted from the profit and minor expense fund, the *excess of selling price above cost of production* was obtained. This figure was again reduced by allowances for interest on cash and credit capital, for depreciation on machinery, implements, and tools, and for selling expenses and losses by bad debts.

Figures to show "expenses" and "allowances" for any year since 1885 are not in existence, and for that reason it is impossible to separate the profit and minor expense fund into its constituent parts.

Whether it is advisable to require manufacturers to supply information that will disclose the net profits made by them is a question for the legislative power to consider, but until such information is secured it will be impossible to determine whether such "net profits" are inordinate, or whether labor receives its proper share of the "industry product."

It is interesting and instructive to note, in conclusion, that during the recent strike in the cotton mills at Lowell, the manufacturers submitted their books to the Board of Conciliation and Arbitration which decided, after the books had been examined by financial experts, that the net profits made by the mills would not warrant them in increasing the wages of their employés. The fact that the plan of arriving at "net profits" was the one adopted to settle the dispute, would seem to prove the assertion hereinbefore made that the only way to determine whether the industry product is fairly divided between the wage fund and the profit and minor expense fund is to obtain returns of expenses, and thus arrive at the percentage of net profit on the total capital invested.

REVIEW OF EMPLOYMENT AND EARNINGS.

FOR SIX MONTHS ENDING OCTOBER 31, 1903.

The following review presents a summary by industries of the conditions affecting employment and earnings for the six months ending October 31, based upon special reports and comparisons made by agents of the Bureau, relating to the principal industrial centres of the Commonwealth. The statistics of persons employed and of earnings are based upon comparisons of identical establishments for the weeks ending April 11 and October 10, 1903.

Boots and Shoes. Demand excellent all over country except in Southern and Western Texas. Domestic trade has fallen off somewhat and foreign market continually growing less. Summer business kept up well to September 1. Business situation not as good as for previous six months — Spring is generally most active season — and, on the whole, trade is not quite up to the corresponding period in 1902, although manufacturers report large duplicate Fall orders and Spring orders coming in well. One manufacturer reports retarded business and inability to obtain help on account of labor troubles. Better grade of counter being used by shoe manufacturers. Establishments are being run on full time and to about 60 per cent of full capacity; wages remain practically unchanged, individual concessions being made and lasters benefiting on the average about three per cent; little change in cost of stock; downward tendency on soles and hides, goat lower, linings higher; selling prices about the same as last Fall; collections only fair, large buyers are slow and small buyers, as a rule, good. Prospects bright.

The shipment of shoes from Brockton for the six months ending Oct. 10, 1903, aggregated 290,991 cases against 300,079 cases for the six months ending April 11, 1903, and 292,026 cases for the corresponding period in 1902, the half year ending Oct. 11.

The total cases of boots and shoes shipped from Haverhill for the six months ending Oct. 9, 1903, numbered 221,598 as compared with 251,192 cases for the previous six months and 226,847 cases for the corresponding six months in 1902 ending Oct. 11.

Building. Less building activity than six months previous and as compared with last Fall there is not so much work in the market. Strikes in the building trades together with the high cost of material have affected building operations adversely. Considerable heavy work in market but little residential work. Greatest activity in municipal and

government work. Two builders report so little being done that they have temporarily given up the business. Advances in rates of wages are noted: Carpenters from 35 to 37½ cents per hour; soft-stone cutters from 44 to 50 cents per hour; masons from 50 to 55 cents per hour; laborers from 28 to 30 cents per hour. Cost of stock is lower, especially iron; bricks and cement lower; hard pine easier. Collections fair.

Clothing. Trade about the same as for previous six months but better than a year ago. One firm reported scarcity of help. Establishments running on full time and from 50 per cent to full capacity; no change in rate of wages; cost of stock has slightly increased; selling prices practically the same; collections good. Outlook favorable.

Confectionery. Business situation excellent; better than for previous six months and demand largely increased over corresponding period last year. This summer showed big volume of business; more candy being consumed each year. Good help scarce; one manufacturer reports inability to fill orders owing to scarcity of chocolate dippers. Factories running full time and nearly to full capacity; rates of wages unchanged but individual increases have been granted; cost of stock and selling prices remain practically unchanged; collections good.

Cotton Goods. The business situation in the cotton industry not as prosperous as a year ago with very poor Summer and Fall demand; practically nothing being done at the present time. Independent spinning mills quite active; cloth mills affected adversely. Most of the large mills in Lawrence and Fall River shut down in August or September from two to five weeks; in most cases this was done for purpose of curtailment, while in some mills extensive repairs were made and large additions built. One large factory had spinning room shut down one and one-half days a week during August, September, and October. Generally conceded that curtailment of production did not relieve the situation as was expected. High cotton, high wages, high money, and Southern competition have been attributed for poor condition of the cotton trade. Cotton mills running on full time and from 80 per cent to full capacity; raw cotton advanced; selling prices slightly higher but do not parallel cost of production. Collections good. On Nov. 11, announcement was made of a 10 per cent reduction in wages of operatives of the Fall River cotton mills (except the Fall River Iron Works*), to go into effect Nov. 23: reduction equal to advance granted on March 17, 1902: about 25,000 workers affected. New Bedford cotton manufacturers ordered 10 per cent reduction in wages—return to wage schedule in force prior to April, 1902—to go into effect Dec. 7; about 10,000 affected.

Leather. Fall activity not as great as a year ago, about the same as at the close of our last review, and good summer trade. Foreign market good, foreign demand being better than domestic. Production has fallen off somewhat, not from the fact that goods could not be sold, but

that raw stock is so high that manufacturing cannot be done at a profit. Activity shown in split cow hides, trade in enamelled leather increasing. Wool skins for pulling rather scarce during summer. India-tanned skins are very slow: prices of raw India skins have been prohibitive. Establishments running on full time and nearly to full capacity: individual concessions made in wages; cost of stock a little easier with selling prices about the same as in the Spring; collections fair. Brisk outlook.

Liquors (Bottled) and Carbonated Beverages. In temperance drinks, very poor business reported, worst summer trade ever experienced, due to unfavorable weather. Fall trade not up to that of last year. Establishments running full time, capacity worked being from 15 to 25 per cent: wages the same; cost of stock slightly advanced; selling prices the same; collections good.

Liquors: Malt. Volume of business in the brewing industry not as active as in 1901, which is the year comparable, as the brewers' strike last summer prevented us from making comparisons. Unseasonable weather is the reason assigned for poor summer trade. Breweries running on full time and from 50 per cent to nearly full capacity; wages of engineers increased \$3 per week, carpenters also advanced; malt a trifle higher, and hops much higher due to failure of European crop; selling prices the same; collections good.

The following statement gives the number of barrels of malt liquors brewed in the District of Massachusetts for the months of April, May, June, July, August, and September, for the years 1901, 1902, and 1903.

MONTHS.	NUMBER OF BARRELS BREWED IN		
	1901	1902	1903
April,	138,283	111,335	147,374
May,	166,292	143,374	174,086
June,	163,798	131,176	184,999
July,	249,580	186,720	199,135
August,	199,358	140,420	177,154
September,	161,931	149,561	177,919
Totals,	1,079,242	862,586	1,060,667

The foregoing comparison indicates an increase in the number of barrels brewed during the specified six months in 1903 as compared with corresponding period of 1902 of 198,081. As compared with 1901, a decrease is shown in 1903 of 18,575 barrels.

Machines and Machinery. On the whole, business not as good as for previous six months and not up to the level of corresponding six months in 1902, with not very favorable prospects. Individual manufacturers report good season and business steadily increasing with fine outlook in general repairing and improvements, but little new work on market. One firm has had erected a large plant for manufacture of leather machinery. Establishments running full time with the exception of one which has reduced working hours from 58 to 52½ a week; about 75 per cent of full capacity being worked; rates of wages about

the same, except that boiler makers received an increase of five per cent May 1. One firm employing over 200 men paid nearly \$2,000 extra in dividends for the week ending Oct. 10, the amount being 28 per cent of the month's wages. The profit-sharing principle allows each employé two per cent on all machines over a specified number turned out each month. A downward tendency is shown in cost of stock with selling prices about the same, a slight decrease noted in some instances; collections good.

Metals and Metallic Goods. Activity in the industry about the same as for previous six months and corresponding season for 1902. Prospects not favorable. Establishments running on full time and to about 75 per cent of full capacity: rates of wages unchanged: cost of stock slightly decreased; some concessions in selling prices but practically the same: collections good.

Musical Instruments and Materials. Business situation about the same as for corresponding period in 1902. Factories running on full time and from 65 per cent nearly to full capacity: no change in rates of wages: cost of stock and selling prices the same: collections good.

Paper. No actual comparison can be made in this industry with the previous six months, as the plants in Holyoke were shut down for about 11 weeks in the summer on account of the strike of operatives. There is very little change in the business situation from a year ago. Mills are running on full time and to full capacity: in certain mills, the rag cutters, engineers, helpers, and calender men received about eight per cent increase in wages; cost of stock and selling prices remain the same: collections good.

Printing, Publishing, and Bookbinding. Fall activity started in as well as usual after a normal summer with about the same volume of business as last year, and competition fully as great. Customers reported to be conservative in placing orders. Establishments running on full time and from 75 per cent to full capacity: no change in wages; demand for fewer hours is expected in February; no material difference in cost of stock and selling prices: collections poor.

Print Works, Dye Works, and Bleacheries. Business very active since the first week in September. Good demand all summer. No shutdowns except for the regular summer vacation of two weeks. Running full time and to full capacity; no change in rates of wages but a few individual concessions.

Tobacco, Snuff, and Cigars. Great activity reported in this industry, there being a decided increase in volume of business over corresponding period last year. Good help scarce. Indications point to a good winter trade. Factories running on full time and from 75 per cent nearly to full capacity. No change in rates of wages; no noticeable change in cost of stock, selling prices the same; collections very good.

Woollen Goods. Business situation about the same as for previous six months, but not quite as good as a year ago. Some manu-

facturers report prospects not very favorable. The increased cost of cotton yarn prevents profits. Factories running on full time and night work being done; mills being run to full capacity: slight increase in cost of stock: selling prices the same; collections good.

Worsted Goods. Demand for worsted quite active; business not as brisk as last Fall, but favorable outlook. One new worsted mill built in Lawrence and additions and improvements made. Mills running on full time and to full capacity: no material change in wages; cost of stock about the same, wool having increased slightly: selling prices the same; collections good.

The following table shows, for industries considered in the review, employment and earnings for the two weeks under consideration, *i.e.*, April 11 and Oct. 10, 1903, as well as the percentages of increase or decrease in the total number of persons employed, total weekly earnings, and the weekly earnings per individual. As was stated in the first of the article, the statistics are based upon comparisons of identical establishments.

INDUSTRIES.	NUMBER OF PERSONS EMPLOYED FOR WEEK ENDING—		WEEKLY PAY-ROLL FOR WEEK ENDING—		PERCENTAGES OF INCREASE (+), OR DECREASE (—), FOR THE WEEK ENDING OCT. 10, 1903, AS COMPARED WITH WEEK ENDING APRIL 11, 1903, FOR—		
	April 11, 1903	Oct 10, 1903	April 11, 1903	Oct. 10, 1903	Persons Employed	Weekly Earnings	Weekly Earnings per Individual
Boots and shoes,	4,864	4,580	\$52,684	\$49,681	—5.84	—5.70	+0.18
Soles, heels, and cut stock,	87	63	571	440	—27.59	—22.94	+6.40
Building,	1,356	1,901	18,979	27,450	+40.19	+44.63	+3.14
Clothing,	837	853	8,320	8,736	+4.91	+5.00	+3.02
Cotton goods,	19,861	18,682	158,515	146,852	—5.94	—7.36	—1.50
Leather,	2,927	3,034	28,930	28,930	+3.66	=*	—3.44
Liquors (bottled) and carbonated beverages,	12	13	125	127	+8.33	+1.60	—6.24
Liquors: malt,	493	492	7,939	8,302	—0.20	+4.57	+4.91
Machines and machinery,	6,383	6,005	70,834	66,804	—5.92	—5.69	+0.18
Metals and metallic goods,	6,725	6,686	81,231	78,533	—3.58	—3.32	—2.73
Musical instruments and materials,	269	289	3,803	4,478	+7.43	+17.75	+9.55
Paper,	1,817	1,799	16,473	17,491	—0.99	+6.18	+7.17
Printing, publishing, and bookbinding,	673	567	8,368	7,316	—15.75	—12.57	+3.78
Print works, dye works, and bleacheries,	945	970	8,549	8,966	+2.65	+4.88	+2.10
Woollen goods,	8,784	8,759	69,535	69,459	—0.28	—0.11	+0.13
Worsted goods,	9,129	8,517	74,074	71,479	—6.70	—3.50	+3.45
TOTALS,	65,162	63,210	\$608,930	\$595,044	—3.00	—2.28	+0.75

* No change.

As will be seen from the table, the following industries show increases in both number of persons employed and weekly earnings for the week ending Oct. 10 as compared with that ending April 11, 1903: Building, Clothing, Liquors (Bottled) and Carbonated Beverages, Musical Instruments and Materials, Print Works, Dye Works, and Bleacheries.

The industries showing decrease in both persons employed and weekly earnings are Boots and Shoes, Soles, Heels, and Cut Stock, Cotton Goods, Machines and Machinery, Metals and Metallic Goods, Printing, Publishing, and Bookbinding, Woollen Goods, and Worsted Goods.

Leather shows an increase of 3.66 per cent in persons employed while the weekly earnings show no change. Liquors (Malt) shows slight decrease in persons employed and an increase of 4.57 per cent in weekly

earnings. In the paper industry an increase of 6.18 per cent is shown in weekly earnings, while the number of persons employed has fallen off about one per cent.

As to weekly earnings per individual increases were shown in all industries except Cotton Goods, Leather, Liquors (Bottled) and Carbonated Beverages, and Metals and Metallic Goods. The greatest increase in weekly earnings per individual is shown in Musical Instruments and Materials, the individual weekly earnings increasing 9.55 per cent. The next largest was in the paper industry, the increase being 7.17 per cent.

The next table shows the same line of facts regarding employment and earnings by cities and towns.

CITIES AND TOWNS.	NUMBER OF PERSONS EMPLOYED FOR WEEK ENDING —		WEEKLY PAY-ROLL FOR WEEK ENDING —		PERCENTAGES OF INCREASE (+), OR DECREASE (—), FOR THE WEEK ENDING OCT. 10, 1903, AS COMPARED WITH WEEK ENDING APRIL 11, 1903, FOR —		
	April 11, 1903	Oct. 10, 1903	April 11, 1903	Oct. 10, 1903	Persons Employed	Weekly Earnings	Weekly Earnings per Individual
Boston,	5,660	6,247	\$70,275	\$79,170	+10.37	+12.66	+2.01
Brockton,	858	874	10,223	11,625	+1.86	+13.71	+11.67
Cambridge,	478	455	5,811	5,485	-4.81	-5.61	-0.90
Chicopee,	3,057	2,814	19,798	18,666	-7.95	-5.77	+2.31
Fall River,	4,950	4,403	41,414	35,469	-11.05	-14.36	-3.70
Haverhill,	2,004	1,835	20,566	17,373	-8.43	-15.53	-7.70
Holyoke,	7,622	7,574	64,084	65,389	-0.63	+2.04	+2.62
Lawrence,	19,295	18,747	153,083	150,588	-2.84	-1.63	+1.26
Lowell,	4,036	3,564	34,449	29,309	-11.69	-14.92	-3.75
Lynn,	2,495	2,369	26,312	25,140	-5.05	-4.45	+0.57
New Bedford,	3,490	3,139	31,815	27,862	-10.06	-12.42	-2.63
Peabody,	1,626	1,820	16,766	17,448	+11.93	+4.07	-6.98
Woburn,	1,223	1,099	12,325	11,095	-10.14	-9.98	+0.20
Worcester,	8,368	8,270	102,009	100,435	-1.17	-1.54	-0.41
TOTALS,	65,162	63,210	\$608,930	\$595,044	-3.00	-2.28	+0.75

With the exception of Boston, Brockton, and Peabody, all the cities considered in the review show a decrease in both persons employed and weekly earnings. In Holyoke, the total weekly earnings had increased 2.04 per cent, while the number of persons employed had decreased less than one per cent. Considering weekly earnings per individual, we find an increase shown in Boston, Brockton, Chicopee, Holyoke, Lawrence, Lynn (slight), and Woburn (slight). A decrease is shown in Cambridge (slight), Fall River, Haverhill, Lowell, New Bedford, Peabody, and Worcester (slight).

The greatest increase in both total weekly earnings and weekly earnings per individual is shown in Brockton, the increase in total weekly earnings being 13.71 per cent, and individual weekly earnings increasing 11.67 per cent.

To summarize, the aggregate number of persons employed in the establishments under consideration for the week ending Oct. 10 was 63,210, as compared with 65,162 for the week of April 11, a decrease of three per cent. The total weekly earnings for the week ending Oct. 10, 1903, amounted to \$595,044, against \$608,930, for the week ending April 11, the decrease being 2.28 per cent. The weekly earnings per individual for all establishments in the cities and towns covered increased seventy-five one-hundredths of one per cent.

QUARTERLY RECORD OF STRIKES.

The labor disturbances occurring throughout the Commonwealth during the third quarter of 1903 numbered 48. There were 21 in July, 12 in August, and 15 in September. Two strikes terminated during this period which were inaugurated earlier in the year. It will be seen that the number of strikes is very much smaller than for the preceding quarter, and also fewer in number than for the corresponding quarter in 1902. On the whole, the disturbances were of minor importance.

The following table presents the causes and results :

CAUSES.	RESULTS OF STRIKES					Total Strikes
	Succeeded	Com-promised	Failed	Pending	Not Stated	
Wages,	9	2	10	2	1	24
Hours,	2	-	-	-	-	2
Wages and hours,	1	-	2	1	-	4
Grievance with overseer,	-	1	2	2	-	5
Against employment of non-union men,	2	-	2	-	-	4
Other causes,	3	1	3	2	-	9
TOTALS,	17	4	19	7	1	48

Just 50 per cent of the strikes were inaugurated on account of disagreement over wages. Wages alone, hours alone, and wages and hours combined were reported as the cause of 30 strikes, or 62.50 per cent of the total number.

The cities and towns wherein the strikes took place, and the number of disturbances occurring in each are shown in the following statement : Lynn, seven ; Fall River, four ; Boston and New Bedford, three each : Beverly, Brockton, Peabody, Pittsfield, Springfield, and in general, two each. The following cities and towns had one dispute each : Athol, Blackstone, Charlton, Chicopee, Clinton, Fairhaven, Gardner, Leominster, Marblehead, North Adams, Randolph, Salem, Somerville, Waltham. Wenham, West Boylston, Westfield, West Springfield, and Whitman.

The following statement shows the class of workmen and industries involved, with the number of disputes in each : Building trades, 12 : boot and shoe operatives and laborers (mostly Italian), eight each : cotton goods operatives, five ; machinists, three ; clothing employés, two. The following occupations show one dispute each : Tack makers ; reed workers ; laundry workers ; tinsmiths ; teamsters ; structural iron and bridge workers ; harness makers ; trunk makers ; acid room employés ; and blacksmiths.

Our record shows that the amount of time lost through strikes, and the number of strikers involved, were heavier in comparison than during the preceding quarter. In five instances, involving 410 strikers, places were filled as soon as possible. Six strikes were pending at the close of the period, involving 243 strikers. In six instances, the duration of the strike was one day, 423 strikers affected; in two instances, two days, 340 strikers; in two instances, three days, 511 strikers; in two instances, four days, 91 strikers; one strike lasted five days, affecting 75 employés; one strike lasted one week, 11 employés involved; one strike lasted seven days and affected 18 employés; one strike lasted eight days, affecting 32 employés; one strike lasted two weeks, 300 employés involved; four strikes lasted three weeks, 546 employés affected; one strike lasted four weeks, and involved 13 strikers; one strike lasted seven weeks, and involved 50 strikers; one strike lasted 11 weeks, 300 strikers; one strike lasted 15 weeks, 300 strikers; one strike lasted 17 weeks, 19 strikers. Considering 26 strikes for which the duration of the strike is given as well as the number of strikers, we find that the total strikers involved numbered 3,030, the working days lost by these strikers totalizing to 68,400.

The most important disputes occurring during the period under consideration were those of the bricklayers in Boston as well as the building laborers of Lynn, teamsters of New Bedford, and the machinists and blacksmiths on the Boston and Albany Division of the New York Central Railroad. The paper mill operatives of Holyoke who went out on June 13 for increase in wages returned to work on Aug. 20, with practically no concessions; about 3,500 operatives were involved.

The strike of machinists and helpers affected about 400 men in the Allston and Springfield divisions of the Boston and Albany road. The men asked for an increase of $12\frac{1}{2}$ per cent in wages and demanded that the same pay be given for nine hours as they received for 10 hours per day. Strike was on 17 days, and compromise agreement was effected, giving an increase of about five per cent in wages. The agreement stated that nine hours should constitute a day's work in all shops of the Boston and Albany, time and one-half to be paid for more than a day's work, and in round houses time and one-half after 10 hours. Railroad Machinists Union, No. 567, of Boston involved.

TRADE AND TECHNICAL EDUCATION.

Under the above title we published in the Bulletin for May, 1903, a condensed historical review of the schools devoted to trade and technical education in Massachusetts drawn from the Seventeenth Annual

Report of the United States Commissioner of Labor. The statements on pages 61 and 62 relating to the Young Women's Christian Association seem to have been incorrectly made, and through the kindness of Miss A. Josephine Forehand, we are enabled to give, in the following, the conditions as they are to-day :

Boston Young Women's Christian Association.

For years this association has maintained an employment bureau, and the incompetence of the majority of those seeking employment resulted in the establishment of two schools of training in industrial arts, one for the training of house servants in 1878, the other for the training of teachers, matrons, supervisors, and homemakers in 1888.

The Training School for Domestic receives pupils of good character, whatever their education, providing they are 16 years of age and willing to sign an agreement to remain at least six months. If they leave before the expiration of this period they are charged at the rate of \$2 per week for the time they remain in the school. They also promise to do housework in some form for at least one year after leaving the school. Board and tuition are free, but each pupil must supply a suitable outfit and enter on a week's probation. Girls often enter direct from the steamer which has brought them from their native land. Of these, the majority come from Northern Europe.

The course includes cooking, table-waiting, general housework, chamber work, parlor work, laundry work, home nursing, reading, spelling, arithmetic, geography, penmanship, and letter writing, together with daily and Sunday school Bible lessons. Each graduate is awarded a certificate stating those lines of work for which she has shown special aptitude. There are three officers of instruction — a principal and two assistants, all graduates of the school of Domestic Science.

The school of Domestic Science aims to give practical and scientific instruction in all that pertains to the home and its management. It does not train servants, but its graduates become teachers, matrons, and homemakers, in schools, hospitals, and institutions public and private. The requirements for admission are good character, good health, a firm purpose and a high school education. The candidates for the matron's course may enter on a grammar school certificate.

There are two full courses of instruction, one in domestic science and one in domestic art. They are as follows:

DOMESTIC SCIENCE. *Required Courses.* — Foods; foods, advanced; food production and manufacture; chemistry; bacteriology; household management; the study of beauty in common things as applied to the home; and theory and practice of teaching domestic science. The last is required for teachers only. Domestic work; matron's work; psychology, practice teaching, required for teachers only; emergencies, hygiene, home nursing; physical training; and of the Bible. *Elective Courses.* — Educational sewing or matron's sewing; drafting undergarments; and Y. W. C. A. course.

DOMESTIC ART. *Required Courses.* — Educational sewing, or matron's sewing; machine sewing; study of textiles; drafting and making undergarments; dressmaking; millinery; drawing, color, and form study; equipment and management of school, observation and practice teaching; the study of beauty in common things as applied to the home; psychology, practice teaching; physical training; and of the Bible. *Elective Courses.* — Emergencies, hygiene and home nursing; and Y. W. C. A. course.

In addition to classrooms and laboratories there is a school home where most of the students reside which is the great laboratory for the actual practice of the processes of caring for a home. Diplomas or certificates are awarded those students who fulfill the requirements and who complete the courses of instruction creditably. Board and tuition for one year are \$200. Tuition for one year is \$75.

There are evening classes for outside pupils in dressmaking, millinery, and cooking. Fees for these vary from \$2 to \$5 for a series of 10 lessons. There are four resident instructors, including the Principal, and seven non-resident instructors besides special lecturers. Funds for the support of these two schools in addition to the regular fees are obtained from contributions, legacies, annual subscriptions, and personal gifts.

LABOR LEGISLATION IN OTHER STATES AND FOREIGN COUNTRIES.

In the following summary, we present a review of the labor legislation in some of the States of the country enacted during the session of 1903, as well as the most recent labor laws available for foreign countries. In some instances, an abstract of the law is given, while the importance and understanding of others seemed to warrant their being quoted in full.

In all cases possible the number of the chapter is given, as well as the subject covered and date of approval, so that the digest may serve as a reference work for those who wish to consult the statutes of the respective States. The Bureau intends to continue this work in successive issues.

The States follow in alphabetical order :

Alabama.

An Act to prohibit Boycotting, Unfair Lists, Picketing or Other Interference with the Lawful Business or Occupation of Others, and to provide a Penalty therefor.

SECTION 1. That it shall be unlawful for two or more persons to conspire together for the purpose of preventing any person, persons, firm or corporation from carrying on any lawful business within the State of Alabama, or for the purpose of interfering with the same.

SEC. 2. That it shall be unlawful for any person or persons to go near to or loiter about the premises or place of business of any person, firm or corporation engaged in a lawful business, for the purpose of influencing or inducing others not to trade with, buy from, sell to or have business dealings with such person, firm or corporation, or to picket the works or place of business of such other person, firm or corporation for the purpose of interfering with or injuring any lawful business or enterprise. *Provided*, that nothing herein shall prevent any person from soliciting trade or business for a competitive business.

SEC. 3. That it shall be unlawful to print or circulate any notice of boycott, boycott cards, stickers, dodgers, or unfair lists, publishing or declaring that a boycott or ban exists or has existed or is contemplated against any person, firm or corporation doing a lawful business, or publishing the name of any judicial officer or other public official upon any blacklist, unfair list or other similar list because of any lawful act or decision of such official.

SEC. 4. That it shall be unlawful to use force, threats or other means of intimidation to prevent any person from engaging in any lawful occupation at any place he or she sees fit.

SEC. 5. That it shall be unlawful for any person, firm or corporation to maintain a blacklist, or to notify any firm or corporation that any person has been blacklisted by such person, firm or corporation, or to use any other similar means to

prevent such persons from receiving employment. Any person, firm or corporation violating any provision of this act must, on conviction, pay a fine of not less than \$50, nor more than \$500, or to be imprisoned not to exceed 60 days hard labor for the county.

That all laws and parts of laws in conflict with the provisions of this act be and the same are hereby repealed. Approved September 26, 1903.

Arizona.

Act 8. *Eight-hour Legislation affecting Miners.*

Restricts the employment of workmen in all underground mines or workings to eight hours per day except in cases of emergency where life or property is in imminent danger. Became effective June 1, 1903. Approved March 10, 1903.

Act 34. *Railroad Employés' Protection Act.*

Prohibits the employment of any conductor, engineer, fireman, brakeman, telegraph operator, or any employé who has worked in his respective capacity for 16 consecutive hours, except in case of actual necessity, until such employé shall have at least nine hours' rest. Approved March 18, 1903.

Act 58. *Regulates Payment of Employés in Money.*

Requires all persons, firms, corporations, and companies using coupons, script, punchouts, store orders, or other evidences of indebtedness to pay laborers and employés for labor or otherwise to redeem the same in lawful money of the United States in the hands of their employés, laborers, or bona fide holder, and to provide a legal remedy for collection for same in favor of said laborers, employés, and bona fide holders. Approved March 19, 1903.

Arkansas.

Act 4. *Labor Day.*

The first Monday in September of each year is declared to be a holiday to be known and designated as Labor Day. Approved January 29, 1903

Act 127. *Child Labor.*

Prohibiting the employment of children under ten years of age. No child under the age of 12 years to be employed in or about any factory or manufacturing establishment unless a widowed mother or totally disabled father is dependent upon the labor of such child, or in case the child is an orphan, and has no other means of support. Certificate shall be furnished in such cases. No child under the age of 14 years shall be employed at labor in or about any factory or manufacturing establishment between the hours of 7 P.M. and 6 A.M. or for more than 60 hours in any one week or 10 hours a day. No child under 14 years shall be employed in or about any factory or manufacturing establishment unless he or she can read and write simple sentences in the English language. Such child must attend school for at least 12 weeks of each year; six weeks of said schooling to be consecutive. Approved April 8, 1903.

Act 144. *Limits the Hours of Labor of Railway Employés.*

Any company operating or owning a railroad over 30 miles in length in whole or in part within this State shall not permit any conductor, engineer, fireman, brakeman, or any trainman, or any train or any telegraph operator who has worked in his respective capacity for 16 consecutive hours to again perform any work until he has had at least eight hours' rest. Approved April 14, 1903.

Act 147. *Wheelwrights and Blacksmiths given a Lien on Productions of Labor.*

Gives wheelwrights and blacksmiths who perform work or labor for any person if unpaid for the same an absolute lien on the product of their labor and upon any article repaired by them. Account of such work is to be filed with the clerk of the circuit court of the county in which the debtor resides within 30 days after such work or labor is performed. Approved April 15, 1903.

Act 155. *Wages of Discharged Railroad Employés.*

Provides that discharged railroad employés be paid wages due them on the day of their discharge; if not paid within seven days after request for payment, the wages of such employé shall continue from the date of discharge until paid, at the same rate. Became a law April 21, 1903.

Georgia.

*Calvin Vagrancy Act.**

Be it enacted by the General Assembly of Georgia and it is hereby enacted by the authority of the same, that from and after the passage of this Act Section 453 Volume III of the Code of 1895 be and the same is hereby amended by designating another class of persons as vagrants: by striking out in its entirety paragraph second of said Section, line 14 to 26, both inclusive, beginning with the following words: "Any person may arrest" and ending with the words "for one year" and substituting in lieu thereof a paragraph providing a speedier method of pointing out and arresting persons alleged to be vagrants, and prescribing a more specific procedure and punishment in all cases contemplated by

this Act so that said Section, thus amended, shall read as follows: Vagrants are —

1. Persons wandering or strolling about in idleness who are able to work and have no property to support them.

2. Persons leading an idle, immoral or profligate life, who have no property to support them, and who are able to work and do not work.

3. All persons able to work, having no property to support them, and who have no visible or known means of a fair, honest and reputable livelihood. The term "visible and known means of a fair, honest and reputable livelihood" as used in this Section shall be construed to mean reasonably continuous employment at some lawful occupation for reasonable compensation or a fixed and regular income from property or other investment which income is sufficient for the support and maintenance of such vagrant.

4. Persons having a fixed abode who have no visible property to support them and who live by stealing or by trading or bartering stolen property.

5. Professional gamblers living in idleness.

6. All able bodied persons who are found begging for a living or who quit their houses and leave their wives and children without the means of subsistence.

7. That all persons who are able to work and who do not work but hire out their minor children and live upon their wages shall be deemed and considered vagrants.

8. All persons over 16 and under 21 years of age able to work and who do not work and have no property to support them and have not some known and visible means of a fair, honest and reputable livelihood and whose parents are unable to support them and who are not in attendance upon some educational institute. It shall be and is hereby made the duty of the Sheriff and the Constables in every County, and the Police and Town Marshals or other like officials in every Town and City in this State to give information under oath to any officer now empowered by law to issue criminal warrants, of all vagrants within their knowledge or whom they have good reason to suspect as being vagrants, in their respective Counties, Towns and Cities: thereupon the said officer shall issue a warrant for the apprehension of the person alleged to be a vagrant, and upon being brought before him, the said officer, and probable cause be shown, shall bind such person over to any Court of the County having jurisdiction in misdemeanor cases. If upon a trial by a jury sworn to inquire whether such person be a vagrant or not, the fact of vagrancy be established, the said vagrant shall be bound in sufficient security in the discretion of the Court for his future industry and good conduct for one year. Said bond shall be payable to the Court. Upon such vagrant's refusal or failure to give such security, the said vagrant shall be punished as for a misdemeanor, Provided, that it shall be a sufficient defense to the charge of vagrancy under any of the provisions of this Act that the defendant has made bona fide efforts to obtain employment at reasonable prices for his labor, and has failed to obtain the same.

Sec. 2. Be it further enacted by the authority aforesaid, That all laws and parts of laws in conflict with this Act be and the same are hereby repealed. Approved August 17, 1903.

* It is predicted that this Act will have an important bearing upon the child labor question in Georgia. See Section 7.

Illinois.*Apprentices.*

In all indentures it shall be provided that the master shall cause such clerk, apprentice or servant to be taught to read and write and the ground rules of arithmetic; also that at the expiration of such term of service, the master shall give such apprentice a new Bible and two complete suits of new wearing apparel suitable to his or her condition in life, and \$20 in money, in all cases where the term of service has been one year or more. In all municipalities where a manual training school is maintained for the technical instruction of apprentices, such indentures shall further provide that it shall be the duty of the master to cause the apprentice to attend such school for at least three consecutive months in each year without expense to the apprentice. Approved May 15, 1903.

Arbitrations and Awards.

An Act to amend the Act creating a State Board of Arbitration for the investigation or settlement of difficulties between employers and their employés. The salary of the secretary is increased from \$1,200 to \$2,500 a year. Approved May 15, 1903.

Manufacture of Explosives Regulated.

Amendment to an Act regulating the manufacture, transportation, use, and sale of explosives and to punish an improper use of the same. Approved May 15, 1903.

Child Labor.

Forbids the employment of children under 14 years of age at any gainful occupation in any theatre, concert hall, or place of amusement, where intoxicating liquors are sold or in any mercantile institution, store, office, laundry, manufacturing establishment, bowling alley, passenger or freight elevator, factory or workshop, or as a messenger or driver therefor, within this State. Age and school certificate required when children over 14 and under 16 years are employed at these occupations. No child under 14 years shall be employed at any work performed for wages or for compensation to whomsoever payable during any portion of any month when the public schools of the town, township, village, or city in which he or she resides are in session, nor be employed at any work before the hour of seven in the morning or after six in the evening, provided that no child shall be allowed to work more than eight hours in any one day. Registers are to be kept, wall lists to be posted, and age and school certificates to be placed on file. Hours of labor of persons under 16 years at any gainful occupation are limited to 48 a week or eight hours a day; no work to be performed before seven in the morning or after seven at night. Certain employments are forbidden for children under 16 years, such as working around certain machinery, running elevators, handling poisonous substances, etc. Employment is forbidden of minors over 14 years and under 16 years who cannot read and write simple sentences unless they attend a public evening school if such is maintained in town or city in which minor resides. Approved May 15, 1903.

Factory Inspectors.

Amendment to an Act regulating the manufacture of clothing, wearing apparel and other articles in this State, and to provide for the appointment of State inspectors to enforce the same and to make an appropriation therefor. Approved May 15, 1903.

Free Employment Bureaus.

Relates to employment offices and agencies in the State and repeals all Acts and parts of Acts in conflict therewith. Approved May 11, 1903.

Wages.

Regulates and enforces the payment on regular pay day of wages due laborers, servants, and employés from corporations doing business in this State; certain contracts declared illegal. Approved May 14, 1903.

Garnishment of Wages.

Relates to wages earned outside of State; specifies that wages earned out of this State and payable out of this State shall be exempt from attachment or garnishment in all cases where the cause of action arose out of this State, unless the defendant in the attachment suit is personally served with process. If not personally served, the court, justice of the peace, or police magistrate issuing the writ of attachment or garnishment shall not entertain jurisdiction of the cause, but shall dismiss the suit at the cost of the plaintiff. Approved May 13, 1903.

School Employés Pension Fund.

Provides for the formation and disbursement of a public school employés pension fund in cities having a population exceeding 100,000, the fund to consist of amounts retained from the salaries or wages of employés to be deducted in equal monthly installments from such wages at the regular time of payment thereof, and all moneys derived from any and all other sources. City treasurer to be custodian of fund under control and direction of board of trustees which shall consist of the president and secretary of the board of education and four employés contributing to said fund, the latter to be elected by ballot by the employés contributing to fund. Any contributor attaining the age of 55 years and who has been in service of said board of education for 10 years and who has contributed to fund for 10 years has a right to retire and become a beneficiary; said benefit or annuity shall be proportionate to the amount of contributions of such employé. Provides for benefit to widow of deceased contributor to fund. Provides for retirements under Act of 1895 relating to formation and disbursement of a public school teachers' and public school employés' pension and retirement fund. Approved May 15, 1903.

Convict Labor.

The laws of Illinois of 1903 include a very important Act regulating the employment of convicts and prisoners in the penal and reformatory institutions of the State of Illinois, and providing for the disposition of the products of their skill and industry. "The Board of Prison Industries of Illinois" is created and is composed of the commissioners of the two State penitentiaries and reformatory. Board to dispose of products of convicts—sale on open market—not to compete with free labor. Labor of convicts not to be contracted for—sale of products to State, etc. Eight hour day prescribed—use of machinery—instructions of convicts. State institutions to have precedence of subdivisions of State. Board of classification created; shall fix price of labor and products, the State auditor to prescribe the form of cards to be kept. Certain convicts may receive pay for work. How the balance due convicts may be drawn. Board of Industries shall designate bank for de-

posit of funds—bank shall give bond and pay interest—fund, how drawn. Duty of Attorney General in case of illegal contracts made by wardens, or others. Board required to enforce provisions of Act not later than July 1, 1904—termination of contracts; removal of property of contractors. Approved May 11, 1903.

Indiana.

Chap. 46. *Hours of Service of Trainmen.*

Limits the service of trainmen on railways to 16 consecutive hours, allowing at least eight hours' rest and relief from all duty; such company violating this Act shall be liable to all persons and employés injured by reason thereof, and no employé shall be held to have assumed the risk incurred by reason of such violation or failure. Approved Feb. 28, 1903.

Chap. 171. *Payment of Wages.*

Concerns the issuance of checks, tickets, tokens, or any other device payable in merchandise or anything other than lawful money of the United States, or checks on a solvent bank by any person, firm, company, corporation, or association in payment or exchange for the assignment or transfer of wages of employés or other persons rendering service for hire; repeals all laws in conflict therewith. Approved March 9, 1903.

Convict Labor.

An amendment to the Act concerning the employment of the convicts of the State Prison was passed in 1903 (Chap. 16*) and stipulated that contracts, whether made for the labor of said convicts or on the piece price system, shall be awarded to the highest and best bidder for the same. No contract for the labor of convicts shall be made for a longer period than up to Oct. 1, 1910. Eight hours shall constitute a regular work-day. Chap. 243,† Acts of 1903, created a Board on Prison Reform to be composed of six members, three to be appointed by the governor and the other three to be the warden of the State Prison, superintendent of the Reformatory, and the secretary of the Board of State Charities.

Montana.

Chap. 83. *Employers' Liability.*

Sec. I. Every railway corporation, including electric railway corporations, doing business in this State shall be liable for all damages sustained by an employé thereof, within this State, without contributing negligence on his part, when such damage is caused by the negligence of any train dispatcher, telegraph operator, superintendent, master mechanic, yardmaster, conductor, engineer, motorman, or of any other employé who has superintendence of any stationary or hand signal.

Sec. II. That every company, corporation, or individual operating any mine, smelter or mill for the refining of ores shall be liable for all damages sustained by an employé thereof within this State, without contributing negligence on his part, when such damage is caused by the negligence of any superintendent, foreman, shift-boss, hoisting or other engineer, or crane-man.

Sec. III. No contract of insurance, relief, benefit, or indemnity in case of injury or death, nor any other contract entered into either before or after the injury, between the person injured and any of

the employers named in this Act shall constitute any bar or defense to any cause of action brought under the provisions of this Act.

Sec. IV. All Acts and parts of Acts in conflict herewith are hereby repealed.

Sec. V. This Act shall take effect and be in force from and after its passage and approval by the Governor. Approved March 5, 1903.

Nevada.

Chap. 4. *Eight-hour Day on Irrigation Works.*

Sec. 4. Provides that in the construction of irrigation works in the State eight hours shall constitute a day's work, and no Mongolian labor shall be employed thereon. Approved Feb. 16, 1903.

Chap. 10. *Hours of Labor in Mines.*

Regulates the hours of employment of workmen in all underground mines or workings and in smelters and ore reduction works to eight per day, and provides penalties for violations thereof. Approved Feb. 23, 1903.

Chap. 13. *Protection of Workmen.*

Provides for the protection of workmen employed where machinery is used with collars and pulleys secured by set screws, but does not prevent recovery in a suit for damages for injuries. Approved Feb. 26, 1903.

Chap. 37. *Eight-hour Day on Public Works.*

On public works, all works or undertakings carried on or aided by the State, county, or municipal governments, eight hours shall constitute a day's labor; violation of Act creates forfeiture to contractors. Approved March 9, 1903.

Chap. 111. *Agreements—Labor Organizations.*

Makes it unlawful for employers to enter into agreements with their employés, or persons about to enter their employment, not to become or continue as members of labor organizations. Approved March 17, 1903.

Chap. 124. *Coercion and Intimidation.*

Prevents the compelling of employés of persons, companies, corporations, or associations to trade at any particular store or board at any particular boarding house by means of coercion, intimidation, or otherwise, in this State. Approved March 20, 1903.

New York.

Resolution on Labor on Public Works.

Concurrent resolution of the Senate and Assembly to amend the constitution (section 1 article 12) was passed so as to allow the Legislature to fix and regulate the wages or salaries, the hours of work or labor, and make provision for the protection, welfare, and safety of persons employed by the State or by any county, city, town, village, or other civil division of the State, or by any contractor or subcontractor performing labor or service for the State or for any county, city, town, village, or other civil division thereof. Passed April, 1903.

Chap. 74. *Laborers in Armories and Arsenals.*

Amendment to the military code relative to the appointment of laborers in armories and arsenals and of the property connected therewith. Approved March 25, 1903.

* Approved Feb. 14, 1903.

† Approved March 11, 1903.

Chap. 151. *Employment of Children in Street Trades.*

Prohibits male children under 10 years of age and girls under 16 years in any city of the first class to sell or expose or offer for sale newspapers in any street or public place. Newsboys under 14 years of age are obliged to have a permit and badge issued by the district superintendent of the Board of Education of the city and school district where the child resides. The badge must be worn by the child at all times while at work, and must be surrendered to the proper authority at the expiration of one year from the date of issue. No child to sell newspapers after 10 o'clock in the evening. Approved April 8, 1903.

Chap. 184. *Factory Employment.*

Amends the labor law relative to the employment of women and children in factories. The factory law has up to this time prohibited the employment of children under 14 years of age in factories. The new law forbids children under the age of 14 years to be employed, permitted, or suffered to work in or in connection with any factory in the State. No child between the ages of 14 and 16 shall be so employed, permitted, or suffered to work unless an employment certificate issued as provided according to the law shall have been filed in the office of the employer at the place of employment of such child. Approved April 15, 1903.

Chap. 243. *Two-Platoon System in Buffalo.*

Permits the two-platoon system in the Buffalo fire department (amendment to Chap. 105, Acts of 1891). The board of fire commissioners may with the approval of the mayor and Common Council divide the captains or foremen of companies, lieutenants, or assistant foremen, engineers, and firemen of all grades into two platoons, one to perform day service and the other night service. In cases of riot or serious conflagration the board or chief engineer shall have power to assign all members of the department to continuous duty. Neither of said platoons shall be required to perform continuous day service or night service for a longer consecutive period than one week, except so far as may be necessary to equalize the hours of duty and service between the two platoons. The salaries now paid to men in the department shall not be reduced. Approved April 24, 1903.

Chap. 255. *Women and Children in Commercial Employments.*

The Act amending article 11 of the labor law applies only to cities and villages which at the last preceding State enumeration had a population of 3,000 or more. No child under the age of 16 years shall be employed, permitted, or suffered to work in or in connection with any mercantile establishment, business office, or telegraph office, restaurant, hotel, department house, or in the distribution or transmission of merchandise or messages more than 54 hours in any one week or more than nine hours in any one day, or before 7 o'clock in the morning or after 10 o'clock in the evening of any day. No female employed between 16 and 21 years of age shall be allowed to work in or in connection with any mercantile establishment more than 60 hours in any one week or more than 10 hours in any one day unless for the purpose of making a shorter work day on some one day of the week; or before 7 o'clock in the morning or after 10 o'clock

at night. Vacation work for children under 14 years of age is prohibited in cities of the first and second class, but in villages and cities of the third class children 12 years of age may be employed during the summer vacation of the public schools if such children can read and write simple sentences in the English language. Certificates, to be designated as vacation certificates, must be issued to all such children. Approved April 24, 1903.

Chap. 293. *Registration of Nurses.*

Provides for the examination and registration of nurses. The regents of the State University are to have charge of the registration and to appoint a State board of five examiners from a list of ten members from the New York State Nurses Association nominated by the association. Approved April 24, 1903.

Chap. 325. *Protection of Motormen.*

Requires the enclosure of platforms on street cars throughout the State, with the exception of Manhattan and Brooklyn boroughs of New York City, during December, January, February, and March; both platforms are to be enclosed from the fronts of the platforms to the fronts of the hoods, so as to afford protection to employés operating cars. Approved May 6, 1903.

Chap. 349. *Discrimination against National Guardsmen.*

Imposes a penalty upon persons or organizations discriminating against members of the National Guard; protects the National guardsmen from discharge in their means of livelihood but does not give them any preference or advantage on account of their membership. It is deemed a misdemeanor to interfere in any way with the employment of the National guardsmen on account of their membership or to dissuade a person from enlisting by threat of injury with reference to his employment, trade or business. Forbids trade organizations from passing resolutions or by-laws discriminating in the matter of membership against members of the National Guard. Approved May 6, 1903.

Chap. 380. *Amendment relating to False Statements in Applications made for Employment Certificates.*

Provides penalty for any person who knowingly makes a false statement in or in relation to any application made for an employment certificate required by the labor law. Approved May 6, 1903.

Chap. 426. *Amendment to the Railroad Law in Relation to the Protection of Certain Employés of Street Railroads.*

Applies to the counties of Albany and Rensselaer and requires that platforms on all cars throughout said counties must be enclosed in front and on one side from December to April and platforms on cars used more than a mile outside the city limits must be completely enclosed. Approved May 7, 1903.

Chap. 459. *Amendment to Title 16 of Chap. 556, Acts of 1894, known as the Consolidated School Law.*

Requires children between eight and 14 years of age to attend school throughout the entire school year and absolutely prohibits the employment of any child under 14 years in any business or service whatever during any part of the term during which

the public schools of the district in which the child resides are in session. Every boy between 14 and 16 years of age who is engaged in any useful employment or service in a city of the first or second class and who has not completed such course of study as is required for graduation from the elementary public schools of such city, shall attend the public evening schools of such city or other evening schools offering an equivalent course of instruction for not less than six hours each week for a period of not less than 16 weeks in each school year or calendar year. When children between 14 and 16 years are employed school certificate is required, stating attendance at school, ability to read and write English, and familiarity with the fundamental operations of arithmetic. Approved May 7, 1903.

Chap. 461. Garnishment of Wages.

Provides for the attachment of wages by garnishment or trustee process whereby the creditor is enabled to collect a debt by intercepting wages due his debtor. When sufficient property not exempt by law from execution cannot be found in the possession of a man against whom a creditor has secured judgment for necessities of life furnished to satisfy the debt, judgment at the discretion of the court may be made a lien and continuing levy of 10 per cent upon the wages, debt, earnings, salary, profits or income from trust funds due to debtor, provided such wages, etc., exceed \$20 a week. Thus upon judgment duly obtained the employer of a man earning \$25 a week would be required to deduct \$2.50 a week from the wages due such employé and pay same to an officer acting for the latter's creditor until the debt was entirely discharged. If the employer should fail or refuse to pay over to said creditor the percentage of said indebtedness he shall be liable to an action therefor by the judgment creditor, and the amount so recovered by the creditor shall be applied towards the payment of the debt. Not more than one judgment may be issued at one time against a debtor, and the latter may apply to the court at any time for a modification of the judgment. Act takes effect September 1, 1903. Approved May 7, 1903.

Chap. 561. An Act to amend the Labor Law relating to Polishing and Buffing.

No male child under the age of 18 years nor any female shall be employed in any factory in this State in operating or using any emery, tripoli, rouge, corundum, stone, carborundum, or any abrasive, or emery polishing or buffing wheel, where articles of the baser metals or of iridium are manufactured. Such employment is a misdemeanor. The commissioner of labor, his assistants, and deputies shall enforce the provisions of this section. Approved May 12, 1903.

Chap. 632. Regulating the Practice of Barbering.

Regulates the practice of barbering in the State of New York, establishes a State board of examiners consisting of two master barbers and two journey-men barbers, which has power to appoint subexamining barbers in villages and cities. No person is to practice barbering without a certificate of qualification from the board, but persons who are now barbers of at least three years experience are to receive certificates on the payment of the fee of \$1 each without examination. The board of examiners has the power to revoke a license or certificate after a hearing for conviction for felony, habitual

drunkenness, gross incompetency, and the use of unclean towels and utensils. When the State or local boards of examiners discover a barber shop in an unsanitary condition, the local board of health is called upon to declare such a shop a public nuisance. The expenses of the boards are to be defrayed out of the moneys received as fees for certificates and examinations. Approved May 15, 1903.

Texas.

Chap. 28. Child Labor.

Section 1. Any person or any agent or employé of any person, firm or corporation, who shall hereafter employ any child under the age of twelve years to labor in or about any mill, factory, manufacturing establishment, or other establishment using machinery, shall be deemed guilty of a misdemeanor, and upon conviction shall be fined not less than fifty dollars, and not more than two hundred dollars, and each day the provisions of this Act are violated shall constitute a separate offense.

Sec. 2. Any person, or any agent or employé of any person, firm or corporation, who shall hereafter employ any child between the ages of twelve and fourteen years (who cannot read and write simple sentences in the English language) to labor in or about any mill, factory, manufacturing establishment, or other establishment using machinery, shall be deemed guilty of a misdemeanor, and upon conviction shall be fined not less than fifty dollars, nor more than two hundred dollars; and each day the provisions of this Act are violated shall constitute a separate offense; provided, that such child who has a widowed mother, or parent incapacitated to support it, may be employed between the hours of 6 A.M. and 6 P.M.; provided, further, that such parent is incapacitated from earning a living, and has no means of support other than the labor of such child; and in no event shall any child between the ages of twelve and fourteen years be permitted to work outside the hours between 6 A.M. and 6 P.M.

Sec. 3. Any person, or agent or employé of any person, firm or corporation, owning, operating or assisting in operating, any mine, distillery or brewery, who shall employ any child under the age of sixteen years to labor in or about any mine, distillery or brewery, shall be deemed guilty of a misdemeanor, and upon conviction shall be fined not less than fifty, nor more than two hundred dollars.

Sec. 4. The fact that there is now no law to prohibit the employment of children of tender age in the factories of the State, to the great injury of the children, and of society generally, creates an emergency and an imperative public necessity that the Constitutional rule requiring bills to be read on three several days be suspended, and that this bill be put upon its third reading and final passage; and it is so enacted. Approved March 6, 1903. Takes effect 90 days after adjournment.

Chap. 63. Coercion and Blacklisting.

Section 1. That hereafter it shall be unlawful for any person or persons, corporation or firm, or any agent, manager or board of managers or servant of any corporation or firm in this State to coerce or require any servant or employé to deal with or purchase any article of food, clothing or merchandise of any kind whatever, from any person, association, corporation or company, or at any place or store whatever. And it shall be unlawful for any such person or persons, or agent, manager,

or board of managers or servant to exclude from work, or to punish or blacklist any of said employes for failure to deal with any such person or persons or any firm, company or corporation, or to purchase any article of food, clothing or merchandise whatever at any store or any place whatever.

Sec. 2. Any person or persons, company or corporation or association, or any agent, manager or managers, or servant of any company, corporation or association, described in the foregoing section, who shall violate any of the provisions of this Act, shall be guilty of a misdemeanor, and upon conviction shall be fined not less than fifty, nor more than two hundred dollars for each offense.

Sec. 3. The fact that blacklisting, coercion and force relative to compelling employes to trade at certain places exists to a great extent in Texas, and has become a crying evil against the employes who are compelled to trade with employers or be deprived of work necessary to maintain an honest living, creates an emergency and an imperative public necessity that the Constitutional rule requiring bills to be read on three several days be suspended, and that this act take effect and be in force from and after its passage, and it is so enacted.

(Note.—The enrolled bill shows that the foregoing act passed the House of Representatives, no vote given; and passed the Senate, no vote given.)

Approved March 26, 1903. Takes effect 90 days after adjournment.

Utah.

Chap. 98. *Eight-hour Day on Public Works.*

Provides that eight hours shall constitute a day's work in all penal institutions, and on all works and undertakings carried on or aided by the State, county, or municipal governments. Approved March 12, 1903.

Convict Labor. Amendment to Sec. 511, Revised Statutes of 1898.

The Boards of County Commissioners are empowered to provide work for prisoners confined in county jails upon the public grounds, roads, streets, alleys, highways, or public buildings, for the benefit of the county. Approved March 23, 1903.

Virginia.

Child Labor.

1. Be it enacted by the general assembly of Virginia, That no child under the age of fourteen years and over twelve years of age shall be employed in any manufacturing, mechanical, or mining operations in this Commonwealth to work between the hours of six o'clock post-meridian and seven o'clock ante-meridian; and that no child under the age of twelve years shall be employed in any manufacturing, mechanical, or mining operation in this Commonwealth; and any owner, agent, superintendent, overseer, foreman, or manager of any manufacturing, mechanical, or mining operation who shall knowingly employ, or permit to be employed, in the operation of which he is owner, agent, superintendent, overseer, foreman, or manager any child contrary to the provisions of this act, and any parent or guardian who allows or consents to such employment of his child or ward, shall, upon conviction of such offense, be fined not less than twenty-five dollars nor more than one hundred dollars.

2. This act shall be in force on and from January first, nineteen hundred and four. Approved April 16, 1903.

FOREIGN LEGISLATION.

Victoria, Australia.

An Act relating to the Railway Employes Strike.

WHEREAS a large number of persons employed in the service of the State as employes in the Railways Department have combined together to cease performing their duties in order to destroy thereby the effective Railway Service of the State: And whereas they have in pursuance of such combination ceased to perform their duties in the Railway Service of the State and have thus effected a strike: And whereas it is necessary to invest His Majesty's Government with further powers to restore to the public the full use of the railways of the State: Be it therefore enacted by the King's Most Excellent Majesty by and with the advice and consent of the Legislative Council and the Legislative Assembly of Victoria in this present Parliament assembled and by the authority of the same as follows (that is to say):—

1. This Act may be cited as the *Railways Employes Strike Act 1903*, and the words and expressions in this Act unless inconsistent with the context shall have the same meanings as in section three and Part II of the *Railways Act 1890* as amended by the *Railways Act 1891*.

2. Every person employed in the Railway Service, either in a permanent office or as a supernumerary, who has ceased in pursuance of the strike to perform his duties, shall be deemed to have joined in the strike and to have become a striker.

3. (1) Every officer or employe in the Railway Service who has become a striker shall without any order of removal or dismissal by the Commissioners be deemed to have ceased immediately on becoming a striker to be an officer or employe in the Railway Service, and to have forfeited all rights (if any) to any future pension, gratuity, compensation, superannuation, or retiring allowance, and also all legal rights or privileges whatsoever arising out of or pertaining to his previous employment as an officer or employe, save and except as to any salary or pay due to him at the time of his becoming a striker.

(2) Notwithstanding anything contained herein or in the *Railways Acts*—

(a) The Commissioners may, with the consent of the Governor in Council, reinstate in the Railway Service any officer or employe who may have been a striker; and such officer or employe may be so reinstated in any class, rank, position, or grade not superior to that previously occupied by him; and such reinstatement shall be subject to such just and equitable terms and conditions as the Commissioners with consent as aforesaid may determine with regard to any officer or employe so reinstated; and

(b) The Commissioners may, subject to such consent as regards officers or employes who had previous to striking a right to future pension, gratuity, compensation, or superannuation or retiring allowance, allow or refuse to allow any such right in whole or in part to such extent as seems to them to be just and reasonable, having regard to the particular circumstances of each case and the merits of the person concerned.

4. (1) In order that the positions in the Railway Service rendered vacant by any removals or dismissals of officers and employes for becoming strikers or for any misconduct connected with the strike or by the operation of this Act may be readily and quickly filled up, the Commissioners may with the consent of the Governor in Council and notwith-

standing anything to the contrary in the Railways Acts, appoint to any such positions any persons who were engaged under or pursuant to a notification inviting applications for the positions of engine-drivers and firemen signed and issued by the Commissioner, W. Fitzpatrick, and on the eighth day of May One thousand nine hundred and three and who in the Commissioners' opinion are competent to fulfil the duties thereof.

(2) Any such appointments may be made to any permanent office or for any specified period not exceeding two years on such terms and conditions as may be determined by the Commissioners before appointment.

(3) Persons may be so appointed without public notice or previous examination or probation, on proof only of competency to fill the duties of the position to which they may be appointed.

(4) Persons who are appointed temporarily need not insure their lives, but those appointed to any permanent office must comply with the life assurance provisions of the Railways Acts within such period not exceeding one year from the date of appointment as the Commissioners may direct.

(5) For the purposes of this section persons may be appointed to any class, rank, position, or grade, and employés who are not strikers may be promoted to any positions rendered vacant as aforesaid, irrespective of their previous position or seniority or length of service.

5. No action or proceeding shall be brought or maintained or verdict found or judgment given in any court against the Commissioners as a carrier of passengers or goods or as a common carrier or against any of their officers or employés for any loss, damage, injury, or delay caused or occasioned to any person by reason of the failure of the said Commissioners or officers or employés to perform any duty or fulfil any obligation arising out of any contract or otherwise, provided such failure shall have arisen from or been caused by or in consequence of or been incidental to the strike, or shall have arisen by reason of the failure of any strikers to perform their duties as officers or employés of the Commissioners, or shall have arisen by reason of any action of any strikers or persons apparently acting in combination with strikers, or to further or continue the strike.

6. This Act shall be deemed to have come into operation on the ninth day of May One thousand nine hundred and three and shall continue in operation until the end of the next ensuing session of Parliament unless the Parliament otherwise determines; but the expiration of this Act shall not affect the past operation of this Act, or the validity of anything done or suffered thereunder, or invalidate or affect any appointment or promotion made in pursuance of this Act, or revive any action prohibited by this Act. Approved May 22, 1903.

Germany.

During 1902, the following legislation relative to labor was adopted by the Federal Council of Germany:

Jan. 23. Ordinance limiting hours of labor in hotels, liquor saloons, etc., to 15 in 24 for employés under 16 years of age, and 16 in 24 for persons over 16 years of age; providing full 24 hours rest once in three weeks, and forbidding employment of boys under 16 years and girls under 18 years between 10 P.M. and 6 A.M. To take effect Apr. 1, 1902.

Jan. 31. Ordinance forbidding employment of women and children in the manufacture of chicory or in chicory factories where motors run by ele-

mentary force (steam, gas, water, wind, electricity, etc.) are used; and forbidding women and children to remain in such factories while the work of drying is in progress. To take effect Apr. 17, 1902, and remain in force 10 years.

March 1. Ordinance regulating conditions of employment in shops for vulcanizing India rubber; providing for protection of employés against acid poisoning and other dangers of the work. To take effect July 1, 1902.

March 5. Ordinance forbidding employment of children under 14 years of age and women in manufacturing, polishing, or engraving glass, in glass blowing, or in the preparatory processes; in some of the less dangerous and fatiguing parts of the work, boys under 14 years, holding proper medical certificates, may be employed for not more than 10 hours a day. To take effect April 1, 1902, and remain in force 10 years.

March 5. Ordinance relative to employment of women and children in manufacturing and refining sugar— forbidding employment on trucks or in other fatiguing branches of the work and in any rooms where excessive heat is required. To take effect April 1, 1902, and remain in force 10 years.

March 15. Ordinance providing that the ordinance of February 1, 1895, regulating employment of children in the coal mines of Prussia, Baden, and Alsace-Lorraine, should remain in force till April 1, 1903. The ordinance provides that no child under 14 years of age shall be employed in the coal mines and that children over 14 years must not work more than eight hours a day or before 5 A.M., and that not less than 12 hours must elapse between two days work.

March 20. Ordinance amending ordinance of March 24, 1892, relative to employment of women in coal, lead, and zinc mines in the regency of Oppeln, by striking out certain restrictions. To be in force until April 1, 1907.

March 20. Ordinance relative to protection of employés in quarries and stone cutting works, providing for sheds for protection from the weather and for proper resting places; also for precautions to be taken against accidents and injury to the health of workmen; limiting hours of labor to 9 or 10 for men; and forbidding employment of women and children in any dangerous work. To take effect Oct. 1, 1902, except sections relating to women which take effect Oct. 1, 1903.

April 30. Ordinance authorizing the creation of a Council for Labor Statistics under the Imperial Office of Statistics.

May 27. Ordinance relative to the employment of women and children in rolling mills and forges; specifying restrictions as to nature of work allowed; limiting hours of labor. To take effect June 1, 1902, and remain in force for 10 years.

June 2. Law regulating seamen's employment agencies; forbidding ship chandlers, keepers of lodging houses, inns, etc., or persons interested in such business, to act as employment agents; regulating fees, etc.; and establishing punishments for infringements of the law. To take effect April 1, 1903.

June 24. Ordinance concerning employment of minors in shops for heckling and similar work. To be in force until July 1, 1903.

October 22. Ordinance regulating conditions of labor in the manufacture of goods requiring crude wool, hair, or bristles so as to protect the health of employés. To take effect Jan. 1, 1903.

December 9. Ordinance requiring wage books for employés in the manufacture of clothing and lingerie. To take effect Apr. 1, 1903. *Annuaire de la Législation du Travail, 1902.—Brussels, 1903.*

RECENT LEGAL LABOR DECISIONS.

Employers' Liability—Negligence—Boss. The Supreme Court of Kansas held, in the recent case of *Schmalstieg vs. Leavenworth Coal Company*, that the negligence of a fire boss, whom the owner of a mine is required by statute to employ, renders the employer liable for an injury to an employé caused thereby.

Sub-Agent—Negligence—Liability. The Supreme Court of Georgia held, in the recent case of *Morris et al. vs. Warlick et al.*, that where an agent has authority to employ a sub-agent to do the work of the principal, the agent is not liable for the negligence of the sub-agent in the performance of the work if due care has been employed in his selection.

Alien—Citizenship—Immunities. According to the decision of the Supreme Court of California, in the matter of *Johnson's Estate*, an alien has no right to raise the question whether a statute is violative of section 2 of article 4 of the Constitution of the United States, declaring that the citizens of each state shall be entitled to all the privileges and immunities of citizens of the several states.

Sales in Bulk—Creditors—Statute. The Supreme Court of Washington held, in the recent case of *McDaniels vs. J. J. Connolly Shoe Company*, that a statute forbidding the purchase of a stock of goods in bulk without ascertaining the seller's creditors and having their claims settled does not deprive the seller of his property without due process of law, and is not void as class legislation or as being in restraint of trade.

Physician—Corporation—Employé. The Supreme Judicial Court of Massachusetts held, in the recent case of *King vs. Forbes Lithograph Company*, that a physician could not recover of a manufacturing company for services rendered to its employé where it appeared merely that a superintendent of one of its departments, authorized to employ and discharge workmen, told the employé to go to the hospital to be treated, and said that all bills would be paid by the company.

Building—Contract—Labor Claims. The Supreme Court of California held, in the recent case of *Gibbs vs. Tally*, that legislation requiring an owner of property who had made and filed a valid contract for the placing of a building thereon, under which, by the terms of the statute, the entire contract price might be applied to the claims of laborers and material men, to furnish a bond which would make him liable to them in an additional amount, in case their claims were not satisfied by the contractor, was unconstitutional.

Accident—Negligence—Proximate Cause. The Supreme Court of Tennessee held, in the case of *The Chattanooga Light & Power Company vs. Hodges*, that where an employé was mortally burned in his employer's burning building, which he had entered to telephone an alarm of fire after he had failed to give an alarm elsewhere as he had left the building to do, the proximate cause of his death

was not the employer's negligence in constructing and maintaining the building so as to be likely to burn, but the employé's act in re-entering the building after he had reached a place of safety.

Eight-Hour Law Held Void. The Supreme Court of Ohio held, in the recent case of *The City of Cleveland vs. Clements Brothers Construction Company*, that an act limiting to eight hours per day the work of laborers, etc., employed on behalf of the state or any of its political subdivisions, and requiring that every contract for public work should contain a stipulation that no laborer should be permitted to work more than eight hours, under penalty of a forfeiture by the contractor of a certain sum for each day any person should work more than such time, was unconstitutional and void.

Labor Union—Liability—Damages. Last year, in a suit brought by the *Welsh Coal Owners' Association* against the *Miners' Federation* for \$500,000 damages for ordering stop days without consulting the owners, Mr. Justice Bigham decided in favor of the defendants, on the ground that there was no malice in the action of the men, who believed that a reduction of the output would benefit both parties. The English Court of Appeal reversed the decision by a majority vote, on the ground that the *Miners' Federation* had willfully procured the men to quit work and break their contracts. The question of damages was referred back to the trial court.

Employer's Liability—Fellow-Servants. The Supreme Court of Indiana held, in the recent case of *The Southern Railway Company vs. Harrel*, that in keeping the "place" where its employé is working reasonably safe, the employer is under no obligation to guard him against possible dangers that may arise by reason of the negligence or misconduct of his fellow-servants in moving things upon or over such place in carrying forward the master's work, and that a workman building a bridge pier beside a railroad, and as incident thereto assisting in moving heavy stones by means of a derrick, could not recover for an injury due to the raising of a stone by the derrick, while a train was passing, and his co-employés letting go their hold on the same, so that it swung around against the moving train and was thrown upon the plaintiff.

Strike—Interference—Injunction. The United States Circuit Court for the District of Minnesota held, in the recent case of *Koudsen vs. Benn*, that employés who have quit their employment have no further interest in the business of their former employer, and no lawful right to interfere with such business by attempting to compel or induce other employés to leave his service and violate their contracts by means of threats, force, intimidation, violent or abusive language or persuasion, and that where the business is the handling of property while in course of transportation as a subject of interstate commerce, and it is stopped or obstructed by such action on the part of the defendants, the continuance of such interference will be enjoined by a federal court.

Loan Association — Stockholder — Debt. The Kentucky Court of Appeals held, in the recent case of the National Building & Loan Association vs. Frisbie et al., that a borrowing stockholder in a building and loan association which is a going concern is chargeable only with his loan and legal interest, and should be credited with all payments, whether made as dues, premiums or interest, but that after the association has made an assignment for the benefit of its creditors it is too late for a borrowing stockholder to have payments made by him on his stock subscription applied as a credit on his loan, and that a mere offer on the part of a borrowing member to pay his indebtedness to the association while it is a going concern is not equivalent to a tender of payment of the debt.

Railroad — Accident — Liability. In the case of Gay's Administrator vs. Southern Railway Company et al., recently decided by the Supreme Court of Appeals of Virginia, it appeared that a fireman on a yard engine was struck on the head and injured by a standard projecting from a disabled car standing on a siding. The claim against the company was based on the theory that the disabled car might have been put in a safer place. The court held that the crew of a yard engine, whose duty it is to remove disabled cars, assume the risks that are incident to the discharge of the duty from open and obvious causes, and that it was incident to a service of that description that broken cars might sometimes be put in the wrong place in the yard and no sufficient notice given of that fact or of the defects in them; therefore, the company was not liable.

Employer's Liability — Implement. The Supreme Court of Minnesota held, in the recent case of Hul vs. Great Northern Railway Company, that a flogging hammer used in a machine shop for striking chisels and similar instruments was, when manufactured and furnished by the employer, an implement within the rule requiring the master to furnish tools and appliances reasonably safe for the purpose used; that it was not error to submit to the jury the question whether under all the circumstances a workman receiving an injury ought to have known that the hammer was defective and ought to have appreciated the danger; that where inspection was made by the employer, the foreman had a right to presume that the instrument was reasonably safe for the purpose, and that the jury might take into account whether from the workman's age and experience he ought to have discovered the defects. The court held further that the condition of the hammer and the question of its suitability for the purpose were not proper subjects for expert testimony.

Employer's Liability — Fellow-Servant. In the case of Randa vs. Detroit Screw Works, recently decided by the Supreme Court of Michigan, it appeared that the plaintiff was injured by the bursting of an emery wheel at which he was at work. The evidence showed that it was customary for the workmen to select the wheels to be used, and that it was negligent to use a six-inch wheel upon a machine geared to high speed. The foreman ordered the wheel placed on a machine of high speed and the plaintiff was ordered to use it. The court held that under the circumstances the plaintiff assumed the risk; that the act of the foreman in ordering the wheel used was not the act of the master, and that the foreman was a fellow-servant of the plaintiff. The court said that the question whether one is a fellow-servant or not depends

upon the nature of the act. If it is one which is the duty of the master, like keeping a machine in repair, the master is responsible for injuries resulting from negligence therein; but if the act is one usually performed by employes, and the master has no duty in the premises, it is the act of a fellow-servant.

Legality of "Blacklisting." A court case was settled in August by Judge Rogers in the United States District Court at St. Louis. The suit was brought against the Western Union Telegraph Co. and was instituted by a telegraph operator and others alleging that they were members of the Commercial Telegraphers Union and for that reason they had been discharged from the service of the Western Union Telegraph Co.; also, that said company maintained a "blacklist" on which had been placed the names of members of the union who had been discharged, and this list being furnished to other employers prevented the discharged employes from obtaining other employment. The judge held that the company had the right to discharge an employe, not under contractual relations to the company, for any cause or without cause, and that a like right to sever connections with the company existed on the part of the employe, and that there could be no conspiracy to commit a lawful act such as discharging an employe not under contract. He also held that the company had a right to maintain a list of discharged employes and the causes of discharge, and that this list might be given to others, provided its contents were truthful and its circulation honest.

Employers' Liability — Contractor. In the case of the Central Coal & Iron Company vs. Grider's Adm'r, recently decided by the Kentucky Court of Appeals, it appeared that the appellant made a contract with a contractor to sink a shaft for it, and agreed to furnish him a hoist for the purpose of enabling him to perform his work, and as a part of this hoist furnished a wire rope which was used for about six months. When one of the contractor's workmen was descending in a tub the rope broke, precipitating him to the bottom, where the tub fell on the appellee's intestate, crushing and killing him. The court held, in an action to recover damages for the killing, that the relation of master and servant did not exist between the appellant and the intestate, and that it was not under a duty to look after the rope and keep it in a reasonably safe condition. If, the court said, anyone was guilty of actionable negligence the contractor was in using the rope after it got in an unsafe condition. The negligent act, the court said, did not consist in furnishing an insufficient or defective rope, but in allowing it to become so by those to whom it was furnished, the intestate's employers, between whom the relation of master and servant existed.

Constitutionality of Eight-Hour Law.—The constitutionality of the eight-hour law on public works of the State of Kansas was affirmed on November 30 by the United States Supreme Court. The law regulating labor on public works in Kansas was enacted in 1891 and provided that eight hours should constitute a day's work for workmen employed by or on behalf of the State. It prohibited contractors from requiring laborers in the performance of any work for the State or in the furnishing (for the State) of any material manufactured within the State to work more than eight hours in any one

day. The case in question was that of *W. W. Atkins vs. State of Kansas*. Atkins had a contract with the corporation of Kansas City, Kansas, for paving a street, and he was charged with requiring the workmen to labor 10 hours a day. Atkins was prosecuted in the State courts and appealed from the decisions (which were uniformly against him) to the Federal Supreme Court, alleging that the statute was in violation of the first section of the Fourteenth Amendment to the Constitution in that it denied him due protection of the law and deprived him of his property without due process.

The opinion was based on the authority that the municipalities of a State are the creatures of the State; that work for them is of a public character and does not infringe on the personal liberty of anyone. Further: "Whatever may have been the motives that controlled the enactment of the statute

in question, we can imagine no possible ground to dispute the power of the State to declare that no one undertaking work for it or for one of its municipal agencies, shall permit or require an employé on such work to labor in excess of eight hours each day, and to inflict punishment upon contractors who disregard such a regulation. It cannot be deemed a part of the liberty of any contractor that he be allowed to do public work in any mode he may choose to adopt without regard to the wishes of the State. On the contrary, it belongs to the State, as the guardian and trustee for its people, to prescribe the conditions upon which it will permit public work to be done. No court has authority to review its action in this respect. Regulation of this subject suggests only considerations of public policy, and with such considerations the courts have no concern."

STATISTICAL ABSTRACTS.

Street and Electric Railways in Massachusetts.

During 1902, there were in existence in this State 75 street and electric railway companies which owned or controlled 2,525.65 single-track miles. The total passengers carried were 605,258,939,* of which 461,745,615 were fare and 143,513,324 were transfer. The maximum speed of cars varied on the different lines from six miles to 21 miles an hour in city limits and from eight miles to 35 miles an hour outside city limits. The number of accidents totalize to 82 persons killed and 4,142 injured. The number of passengers killed was 18 and 2,854 injured; nine employés were killed and 238 injured; others killed numbered 55, while others injured numbered 1,050. We append a table showing the total street railway employés in the Commonwealth, total yearly wages, and average yearly earnings classified by branch of employment.

CLASSIFICATION OF EMPLOYEES.	Total Average Persons	Total Yearly Wages	Average Yearly Earnings
Salaried persons,	896	\$912,549	\$1,018.47
General officers,	131	266,635	2,035.38
Managers, superintendents, etc.,	236	273,777	1,160.07
Clerks,	529	372,137	703.47
Wage earners,	13,908	8,980,513	641.56
Foremen,	195	187,795	957.92
Inspectors,	114	90,266	791.81
Conductors,	4,084	2,660,947	651.55
Motormen,	4,001	2,711,885	677.80
Starters,	132	140,436	731.44
Watchmen,	130	72,231	555.62
Switchmen,	162	98,153	605.88
Road and track men, Hostlers, stablemen, etc.,	889	462,163	519.87
Linemen,	105	69,724	664.04
Engineers,	239	168,390	704.56
Dynamo and switch-board men,	196	181,589	926.47
Electricians,	65	49,493	761.43
Firemen,	80	54,317	678.96
Mechanics,	242	153,939	639.11
Other employés,	1,532	1,020,518	666.13
	1,772	859,067	485.14

Household Aid Company — Boston.

The Household Aid Company was established in Boston August 1, 1903, with headquarters at 88 Charles St. The Woman's Educational Association founded the institution for the purpose of instructing young women in household work of all kinds. Applicants must be at least 17 years of age with the equivalent of a grammar school education, and, where possible, one year of high school work. Members pay their board and lodging and in return receive a salary for a certain number of hours a week, the work of the house being done by the members. Women are received on probation for two weeks without any expense to themselves. At the end of probation a contract is made with the company for three to six months, the person signifying what branch of work she wishes to take. The company sends its members out by the hour, day or week, but members charge by the hour at prices made by the company. At end of each day's work, every member must return to the household. The household expects in time to become self-supporting. A small commission is deducted from all money received for work which goes to the household. There is no restraint placed on the members and everything is made as comfortable and homelike for them as possible. A series of lectures in practical household work has been started and will be carried on during the winter. A member working in the house can make from \$2.50 to \$7.00 a week. The work is graded as follows:

Household aids, 5 grades, \$0.08 to \$0.25 per hour.	
Cooks, 4 grades, 0.25 to 0.75 "	
Seamstresses, . . . 2 grades, 0.15 and 0.20 "	
Dressmakers, . . . 2 grades, 0.35 and 0.50 "	
Milliners, 2 grades, 0.50 and 1.00 "	
Shoppers, 2 grades, 0.25 and 0.50 "	
Upholsterers and designers, 4 grades, 0.25 to 1.00 "	
Household managers, . . . 5 grades, 0.35 to 1.00 "	

Members at the end of the course are graded according to their skill and will receive salaries averaging from \$5 to \$15 per week.

* Includes 11 companies operating part of year.

Worcester Labor Bureau.

On June 1, 1903, a Labor Bureau was opened in Worcester under the auspices of the Worcester Metal Trades Association. This Association was formed March 28, 1902, and is composed of about 40 manufacturers engaged in the manufacture of metal goods. The Labor Bureau was established to facilitate the work of hiring men in their factories. The results have been very successful to date. The rules and regulations governing the Bureau follow:

Objects. The Labor Bureau aims to establish the principle of fair dealing between employers and employes and to protect both in their individual rights as guaranteed by the laws of the land. The Department shall be conducted in a broad and impartial manner and shall be neutral ground where the workmen may express their complaints and present any difficulties in which they may have been involved, and the employers shall recognize the right of the Labor Bureau to investigate complaints. It is the aim of the Labor Bureau to assist in providing the employers with satisfactory workmen and the workmen with satisfactory employment.

Legal Status. The best legal advice obtainable shall be secured and the Department shall be conducted in conformity with the law. It is to be understood by all subscribers to this Bureau that the records are obtained from the most reliable sources at the command of the Secretary in charge, but that in no case does the Bureau vouch for the accuracy of the same.

Management. The management of the Bureau shall be in the hands of the Executive Council who shall secure a paid Secretary to carry on the work under their direction.

Secretary. There shall be an efficient Secretary in charge of the Bureau, located in a central office, separated from the plant of any member. The Secretary shall keep a record of workmen. (a) Unemployed. (b) Employed. He shall secure, when possible, workmen for members requiring same. He shall secure employment, when possible, for workmen applying for positions. He shall act as a disinterested intermediary between the employer and the employé, endeavoring to correct abuses wherever found. He shall work in harmony with the Commissioner of the National Metal Trades Association and the Chairman of the District of the National Metal Trades Association in which his office is located. He shall assist workmen desiring to move to another part of the country to find employment, and he shall assist dissatisfied workmen to secure satisfactory employment. He shall keep a full record of workmen, regarding their character, performance and ability, but shall not attempt to prevent any workman from securing employment. It shall be the duty of the Secretary to furnish, on request from other Secretaries, copies of their office records.

Duties of Members. Members shall make a statement to the Secretary, of every workman in their employ, covering name and any other desirable information obtainable. Members shall make daily reports to the Secretary, covering the following: (a) All men employed that day. Name, address and other desirable information. (b) All workmen leaving employment that day. Name, etc., as above and, in addition, reason for leaving. (c) Help wanted. Special occupation and approximate wages.

Dues. Membership to the Bureau shall be at the rate of fifty (50) cents per operative annually.

Autobiography of Edward H. Rogers.

There has been placed recently in the Fitz Public Library of Chelsea a manuscript autobiography of Mr. Edward H. Rogers, a well-known labor reformer and authority, now in his eightieth year. The book is a particularly valuable work for those interested in the labor problem. It contains an account of the origin of the eight-hour day as well as the author's service in the Massachusetts legislature in 1865 and 1867, during which time his efforts were devoted mainly to reform in labor, instruction in trades, reduction of hours, and enlargement of the school fund.

Self-Supporting Population.

The Statistical Year Book for the German Empire for 1903 gives percentages showing the proportion of the self-supporting population of various countries engaged in agriculture, the industries, and commerce.

COUNTRIES.	PERCENTAGES OF TOTAL SELF-SUPPORTING POPULATION ENGAGED IN—		
	Agriculture	Industries	Commerce
United States,	36	24	16
Austria,	38	37	11
Hungary,	64	22	6
Italy,	57	28	4
Switzerland,	37	41	11
France,	44	34	9
England and Wales, .	10	57	11
Scotland,	14	58	10
Ireland,	44	31	5
Great Britain,	15	54	10

With reference to the proportion of females employed, the United States stands first with 14.3 per cent, the Netherlands and Sweden coming next. In Germany the females employed to the total self-supporting population form 25 per cent, while in England, the females employed constitute 27 per cent of the self-supporting population; in Italy the percentage is 40 and in Austria 47.

Coal Mining in Pennsylvania.

The 30th Annual Report of the Chief of Industrial Statistics of Pennsylvania contains much interesting data relative to labor conditions in the anthracite and bituminous coal fields for the fiscal year ending June 30, 1902. The anthracite field work covers about two months of the strike period. The figures are, therefore, for the 10 months immediately preceding the strike and cover the entire field exclusive of the washeries. The coal mining operations for the year in review are given in the following tabular statement:

STATISTICS OF COAL OPERATIONS.	Anthracite Coal	Bituminous Coal
Number of miners, . .	35,842	79,121
Number of inside workmen,	58,592*	18,853
Number of outside workmen,	47,346†	13,255
Total employes, . .	141,780	111,229

* Including laborers, trackmen, etc.

† Including breaker boys.

STATISTICS OF COAL OPERATIONS.	Anthracite Coal	Bituminous Coal
Aggregate wages—miners,	\$17,776,586	\$39,867,090
Aggregate wages—inside workmen,	21,296,393*	10,306,272
Aggregate wages—outside workmen,	14,504,659†	6,016,817
Total tons of coal shipped,	43,807,862	-
Total tons of coal mined,	-	93,174,295
Value on board cars,	\$93,680,586	\$93,725,939
Average days worked (miners),	175‡	232
Average days worked (inside workmen),	173‡	244
Average days worked (outside workmen),	177‡	243
Average yearly wages (miners),	\$495.97	\$503.87
Average yearly wages (inside workmen),	363.47	546.67
Average yearly wages (outside workmen),	306.37	453.93
Average daily wage (miners),	\$2.83	\$2.16
Average daily wage (inside workmen),	2.10	2.24
Average daily wage (outside workmen),	1.73	1.87
Average number of tons mined by each man per year,	1,222	1,177
Average number of tons mined by each man per day,	7	5
Average value per ton at mines,	-	\$1.06
Number of miners reported owning their own homes,	-	8,317

* Including laborers, trackmen, etc.

† Including breaker boys.

‡ Includes about two months of fiscal year during the strike.

As will be seen from the foregoing figures, there is a very marked difference in the condition surrounding these two coal fields. This is shown by the very large increase of labor in the anthracite field as compared with the number of miners in the bituminous region. It will be seen that 58,592 inside workmen were employed in the anthracite mines as against 35,842 miners; while in the bituminous field only 18,853 inside workmen were employed as against 79,121 miners. A marked difference is also found in the outside workmen, the anthracite field showing 47,346 as against 35,842 miners; while in the bituminous field only 13,255 were employed as against 79,121 miners. From 20 to 25 per cent of the anthracite miners own their own homes, while less than 15 per cent of the bituminous miners are owners of homes.

Proposed Child Labor Bill for Georgia.

Section 1.—Be it enacted by the General Assembly of the State of Georgia, and it is hereby enacted by authority of same, that no child under the age of twelve (12) years, shall be employed at labor in or about any Factory or Manufacturing Establishment within this State, unless a widowed mother or totally disabled father is dependent upon the labor of such child and has no other means of support. No child under the age of ten (10) years shall be so employed, under any circumstances.

Nor shall any child not so employed be permitted to remain, idle or work therein in any capacity.

Sec. 2.—Be it further enacted that it shall be unlawful for any person, owner, lessee, manager, superintendent, or foreman of a factory or manufacturing establishment to hire or employ any such child, unless there is first provided and placed on file in the office of such employer, an affidavit signed by the parent, guardian or person standing in parental relation thereto, certifying to the age and date of birth of said child. Any person knowingly furnishing a false certificate of the age of such child shall be deemed guilty of a misdemeanor, and shall be brought before a court for trial, and upon conviction shall be punished in accordance with section 1039 of the Criminal Code of Georgia.

Sec. 3.—Be it further enacted, that no child under the age of fourteen (14) years shall be employed at labor or detained in any factory or manufacturing establishment in this State, between the hours of seven P.M. and six A.M.

Sec. 4.—Be it further enacted that no child under the age of fourteen (14) years shall be employed at labor in or about any factory or manufacturing establishment in this State, unless he or she can read and write his or her name, and simple sentences in the English language; provided the provisions of this section shall not go into effect until September 1, 1903.

Sec. 5.—Be it further enacted, that any person, owner, manager, superintendent or foreman, who violates any of the provisions of this Act, or who suffers or permits any child to be employed in violation of its provisions, shall be deemed guilty of a misdemeanor, and on conviction thereof shall be punished in each case by a fine of not less than \$25, nor more than \$200, or by imprisonment for not less than twenty-five nor more than one hundred days, or by both such fines and imprisonment, in the discretion of the court.

Sec. 6.—Be it further enacted that the grand jury shall have inquisitorial powers to investigate violations of this Act, and that judges of the circuit and criminal courts of the State, shall specially charge the grand jury at the beginning of each term of the court to investigate violations of this Act.

The above bill was introduced by Representative Houston in 1903, but was defeated.

Free Text Books in Utah.

The Legislature of Utah of 1903 enacted a law whereby the school board shall furnish school books and supplies, free of charge, to pupils of all public schools, except the high schools.

Inheritance Tax of Utah.

Under Chap. 93, Acts of Utah of 1903, an inheritance tax, amounting to five per cent, is levied upon all property within the jurisdiction of the State in excess of \$10,000; no beneficiary is exempt from payment of the tax.

Wages of Railway Employees in the United States.

The total number of employees of railways of the United States for the year ending June 30, 1902, was 1,189,315, classified as follows: General officers, 4,816; other officers, 5,039; general office clerks, 37,570; station agents, 33,478; other station men, 105,433; enginemen, 48,318; firemen, 50,651; con-

ductors, 35,070; other trainmen, 91,383; machinists, 39,145; carpenters, 51,698; other shopmen, 136,579; section foremen, 35,700; other trackmen, 281,075; switch tenders, crossing tenders, and watchmen, 50,489; telegraph operators and dispatchers, 28,244; employes—account floating equipment, 7,426; all other employes and laborers, 147,201. The average daily compensation of these employes is given for two periods, 1892 and 1902, in the following table, with the percentages of increase or decrease in 1902 as compared with the 10 years previous.

CLASS.	AVERAGE DAILY COM- PENSATION OF RAIL- WAY EMPLOYEES IN THE UNITED STATES		Percentages of Increase (+), or Decrease (-), in 1902 as Com- pared with 1892
	1892	1902	
General officers, . . .	\$7.83	\$11.17	-
Other officers, . . .		5.60	-
General office clerks, . . .	2.23	2.18	-2.24
Station agents, . . .	1.82	1.80	-1.10
Other station men, . .	1.68	1.61	-4.17
Enginemen, . . .	3.68	3.84	+4.35
Firemen, . . .	2.08	2.20	+5.77
Conductors, . . .	3.08	3.21	+4.22
Other trainmen, . . .	1.90	2.04	+7.37
Machinists, . . .	2.29	2.36	+3.06
Carpenters, . . .	2.08	2.08	=
Other shopmen, . . .	1.72	1.78	+3.49
Section foremen, . .	1.76	1.72	-2.27
Other trackmen, . . .	1.22	1.25	+2.46
Switch tenders, crossing ten- ders, and watch- men, . . .	1.80	1.77	-1.67
Telegraph opera- tors and train dispatchers, . . .	1.92	2.01	+4.69
Employes—ac- count floating equipment, . . .	2.03	2.00	-1.48
All other employes and laborers, . . .	1.68	1.71	+1.79

* No change.—*Statistics of Railways in the United States, 1902.* Interstate Commerce Commission.

Railway Accidents in the United States.

A summary of railway accidents in the United States for the year ending June 30, 1902, shows that 8,588 persons were killed and 64,662 were injured. Of this number, 53,493 were employes, of whom 2,969 were killed and 50,524 injured. The class of employes meeting with accidents follows: Trainmen, 1,674 killed, 21,503 injured; switch tenders, crossing tenders, and watchmen, 200 killed, 1,443 injured; stationmen, 29 killed, 2,300 injured; shopmen, 129 killed, 10,313 injured; trackmen, 537 killed, 7,763 injured; telegraph employes, 15 killed, 86 injured; other employes, 385 killed, 7,116 injured. The passengers killed numbered 345 and those injured 6,683. Other persons killed, neither passengers nor employes, numbered 5,274 as well as 7,455 such persons injured. The total employes for one killed numbered 401, the number of employes for one injured being 24; total passengers carried for one killed numbered 1,883,706, while the number of passengers carried for one injured was 97,244.

Railway Accidents in Great Britain.

Report of the Board of Trade upon accidents on railways during 1902 shows that there were 1,096 persons killed and 6,661 injured in accidents in connection with the movement of railway vehicles in Great Britain. The passengers killed num-

bered 129, while those injured numbered 2,516. Employes of the railway companies who were killed numbered 447, the injured employes numbering 3,823. In addition to the above, there were 75 persons reported killed and 11,153 injured from accidents not connected with the movement of railway vehicles. The total number of personal accidents reported included 1,171 persons killed and 17,814 injured. There was one passenger killed to every 9,211,002 passengers carried during 1902, and one passenger injured to every 466,700 passengers carried.

Canadian Trade with the United States.

The exports from Canada to the United States for the fiscal year ending June 30, 1903, were valued at \$71,783,919, while the imports into Canada from the United States during that period were valued at \$137,605,199. The imports into Canada from the United States for the year ending June 30, 1902, totaled to \$129,801,847, or 61.15 per cent of the total value of imports. The total Canadian exports to the United States were valued at \$71,197,684, or 33.64 per cent of the total exports from the country. The largest exports to the United States in 1902 were as follows: Gold bearing quartz, dust, nuggets, etc., \$16,677,074; planks and boards, \$9,366,564; coal, \$4,564,433; fish and fish products, \$4,146,803; copper, \$2,649,650; iron and steel and manufactures of same, \$2,460,528; silver ore, \$2,055,428. The imports from the United States included iron and steel and manufactures of same to the amount of \$25,167,427; coal, coke, and coal dust, \$13,956,942; cereals, \$10,513,189; cotton and manufactures of cotton, \$7,651,447; wood and manufactures of wood, \$5,656,270.

Population of Belgium.

The last Census of Belgium was taken on December 31, 1900. The number of persons who were legal residents of Belgium, but who were not necessarily in the country on the day the Census was taken, was 6,693,548, including 3,324,834 males and 3,368,714 females. The working population comprised 2,123,017 males and 948,229 females, the aggregate being 3,071,301.

Population of Ireland.

The Census of Ireland, taken on March 31, 1901, shows the total population to be 4,458,775, including 2,200,040 males and 2,258,735 females. The population was 5.23 per cent less than in 1891. The working population totaled to 1,963,817; of this number, 1,413,943 were males and 549,874 were females. Of the males employed in some branch of occupation 204,270 were under 20 years of age, while of the females at work, 112,291 were under 20 years of age. As to illiteracy in Ireland, about 14 per cent of the total population five years of age and over were illiterate. Considering religious professions, nearly 75 per cent of the total population were Roman Catholics, the Protestant denominations being distributed as follows: Protestant Episcopalians, 13 per cent; Presbyterians, 10 per cent; Methodists, about one per cent; and all others (including unknown), about one per cent.

Emigrants from Ireland.

The total emigrants from Ireland during the 10 years ending March 31, 1901, numbered 430,993; the number for the decade ending March 31, 1891, was 768,105; the total for the 50 years from May 1, 1851, to March 31, 1901, was 3,735,725, of which number 1,944,655, were males and 1,791,070 were females.

Union Controversy in Canada.

Canadian Federation of United Shoe Workers of Canada adopted resolutions recently urging the Federal Government to take action in trouble between the Slater Shoe Co., Ltd., and its former employees. The Canadian Federation of United Shoe Workers is a national association, purely Canadian and of several years standing, having about 1,700 members. It has the support of all shoe manufacturers in Montreal and vicinity with the exception of the Slater Shoe Co., Ltd. On July 20, 1903, this company adopted label of Boot and Shoe Workers Union and demanded that its employees, nearly all of whom were members of Canadian Federation, should affiliate with B. and S. W. U. About 500 refused to do so and struck. B. and S. W. U. made every effort to fill places and 40 or 50 workmen were imported from the United States. Such importation of foreign labor is a violation of statute 60-61 Victoria, Chap. 11, as amended by 1 Edw. VII, Chap. 13, which aims to protect Canadian labor and gives government power to deport laborers imported in violation of the statutes. The American government has similar law, rigorously enforced; and the Canadian Federation calls upon the Federal Government to act. The Federation is ready to prove all statements and to furnish information to assist government in enforcing the law.—*La Patrie, Montreal, October 15, 1903.*

Influence of Technical Education.

The great influence of technical education in developing industries, increasing export trade, and augmenting a country's wealth is shown by a report which the British consul at Stuttgart lately sent in to his Government concerning the technical high schools of Germany. There are nine such created and conducted by the Government; two more are now being established. Besides these State institutions, many others under private management, but subject to governmental supervision, exist in Germany, which turn out able engineers and scientifically educated craftsmen.

The British consul points out that Germany, in consequence of its thorough and widespread system of technical education, has surpassed, within the last fifty years, all other nations, and now holds first place in chemical manufactures. He estimates the value of the chemical products annually made in Germany at 1,000,000,000 marks or \$238,000,000. A very large part of these (especially dyes made of coal tar) are exported to the chief manufacturing nations—the United States, England, Belgium, France, etc., as also to China, Japan, India, etc. There is scarcely a country in the world which does not use German chemicals of some sort.

The transformation of Germany from a poor agricultural country to one of the first and richest manufacturing and exporting nations is, to a considerable part, due to German superior technical training.

Some of the German chemical works have branch establishments in foreign countries. The German capital invested in these earns big profits and adds to the national wealth of the country.—*Simon W. Hamner, Deputy Consul-General, Frankfurt.*

Wages and Hours of Labor in the United Kingdom.

The following table gives the standard rates of wages and hours of labor recognized in England and Wales, Scotland, and Ireland, at the beginning

of 1903. The wages quoted are those given as minimum rates; in the cases of weekly wages, pay for overtime work has not been included.

OCCUPATIONS.	Rates of Wages *	Weekly Hours of Labor †
BUILDING TRADES.		
Bricklayers, . . .	16 to 21 cents	49 to 56½
Masons, . . .	15 to 21 cents	44½ to 56½
Carpenters and joiners, . . .	16 to 21 cents	49 to 56½
Plumbers, . . .	15 to 22 cents	47 to 56½
Plasterers, . . .	16 to 22 cents	49 to 56½
Painters, . . .	13 to 18 cents	49 to 56½
Bricklayers' laborers, . . .	10 to 14 cents	49 to 56½
Plasterers' laborers, . . .	8 to 14 cents	49 to 56½
ENGINEERING AND SHIPBUILDING.		
Patternmakers, . . .	\$7.50 to \$10.75	50 to 54
Iron founders, . . .	7.00 to 10.00	48 to 60
Engineers, . . .	7.00 to 10.25	50 to 58
Boiler makers and iron shipbuilders:		
Platers (heavy), . . .	9.00 to 12.50+	48 to 54
Platers (light), . . .	8.50 to 12.00+	
Riveters, . . .	7.25 to 11.00+	
Brass molders and finishers, . . .	8.00 to 10.00	51 to 54
Shipwrights:		
New work, . . .	7.50 to 10.50	47 to 56½
Repair work, . . .	8.23 to 10.87	
PRINTING TRADES.		
Lithographic printers, . . .	7.50 to 10.00	48 to 54
Compositors (hand), . . .	6.00 to 11.02	
CABINET MAKERS, ETC.		
Cabinet makers, . . .	7.14 to 10.50	47 to 56
French polishers, . . .	7.14 to 9.18	50 to 56
Upholsterers, . . .	7.14 to 13.50	50 to 56
BOOT AND SHOE OPERATIVES.		
Clickers, . . .	6.50 to 7.50	54
Press-men, . . .	5.50 to 7.00	
Lasters on time work, . . .	6.50 to 7.50	
Finishers, . . .	6.50 to 7.25	

* Building Trades, by the hour; others, by the week.

† In the Building Trades summer schedule is given. ‡ Repair work. § Summer schedule.

—*Ninth Annual Abstract of Labor Statistics.—United Kingdom.*

Changes in Wages and Hours—United Kingdom, 1902.

The number of separate individuals in the United Kingdom whose weekly rates of wages were increased in 1902 was 91,812, while in the case of 793,041 separate persons the weekly rates of wages were decreased. The aggregate amount of decrease in the weekly wages of those affected was about \$878,500. The methods by which changes in wages were arranged without stoppage of work follow, together with number of individuals: Under sliding scales, 172,988; by conciliation or mediation, 536,959; by arbitration, 2,600; by mutual arrangement or otherwise, 165,010. The individuals whose wages were changed after stoppage of work were 136 by conciliation or mediation; 1,457 by arbitration; 11,206 by mutual arrangement or otherwise. As to hours of labor, 5,524 persons had their weekly hours of labor increased in 1902, and 1,051,983 had the hours decreased. The net reduction in the

weekly hours of labor of those affected was 1,024, 868 hours.

Married and Unmarried Women Textile Workers.

According to a Report on the Statistics of Employment of Women and Girls by the Labor Department of the Board of Trade, England, we note that in the textile factories making returns there were 167,220 women employed 18 years of age and over. Of this number, 116,368 were unmarried; 43,948 were married; and 6,904 were widowed. Expressed proportionally, 70 per cent were single; 26 per cent married; and four per cent widowed.

Labor in British Mines and Quarries.

There were 952,711 persons employed in mines and quarries in the United Kingdom and the Isle of Man during 1902. The workers at the mines numbered 855,603 and those in or about quarries numbered 97,108. During the year 3,217 coal mines were worked, employing 810,787 persons (805,508 males and 5,279 females). The iron mines operated numbered 136, employing 16,528 persons (16,505 males and 23 females); 699 other mines engaged 28,288 persons (27,916 males and 372 females). The increase in persons employed, as compared with 1901, was 15,425 persons, engaged principally in collieries. Of the 97,108 people in quarries during 1902, 37 were females, all but one being on outside work. There were 43 females employed in 1901 out of a total of 94,188 persons.

Education in Japan.

The number of schools in Japan in 1901-1902 was 29,335 having 118,104 instructors and teachers. The students and pupils in attendance numbered 5,265,006, while the children of school age in Japan numbered 7,466,886. — *Mr. S. Ito.*

Trade High School in Cologne.

On May 1, 1901, a Trade High School was opened in Cologne, as the outcome of an agitation started in 1879. This was the first wholly independent trade high school in Germany, being established to meet the demand which recent trade developments make for thorough culture and technical training.

The student body may be composed of students from other German academies, Bavarian industrial schools, and such higher German trade schools as give required preparation; manufacturers and bank and insurance officials; foreigners who receive the approval of the matriculation committee.

A matriculation fee of \$4.80 is charged; but only half the fee is required of students who have been enrolled in some other German trade seminary, a German University, or German technical or agricultural school for the term immediately preceding matriculation. Tuition for matriculate students is \$30 a semester for Germans and \$60 for foreigners. Beside the matriculate students, seminists, day students, and transient attendants are admitted to the courses.

During the two years following the establishment of the school, 68 students matriculated for the first semester, 119 for the second, 146 for the third, and 198 for the fourth; taking all classes of students, 763 attended the courses in the first semester, 827 in the second, 750 in the third, and 1,537 in the fourth.

In addition to bookkeeping, commercial arithmetic and correspondence, chemistry, physics, mechanics, and machinery, textiles and other subjects

of purely technical training, breadth and culture are given by courses in all the modern languages; philosophy; history of art and literature; political history of Germany and other countries; the fundamental principles of common law and the enforcement of the laws at home and in other countries; laws relating to commerce, domestic and international, insurance, patents, trade marks, etc.; political and commercial geography; industrial hygiene; and a thorough course in political economy. Thus far the work of the school has been eminently successful. — *Die städtische Handels-Hochschule in Cöln — Berlin, 1903.*

Arbitration and Conciliation in Italy.

In the Italian Civil Code there are only two articles relating to labor contracts, these forbidding contracts in which the time or the nature of the occupation are unspecified. Some other legislative measures have been adopted governing the equipment of the merchant marine, conditions in government employment and in railroad service; but, being old, they are all inadequate.

The law providing for arbitration and conciliation by colleges of skilled workmen was passed June 15, 1893; seven bills on the subject had been presented previously, the first in 1879 by a royal commission appointed to investigate strikes. The law establishing colleges of skilled workmen provides that in manufacturing districts there shall be a board (college) of employers and workmen for each group of industries to act as a board of conciliation. Each board is instituted by royal decree upon the proposition made by the minister of Justice and Agriculture after he has heard the opinions of chambers of commerce, legally recognized workmen's societies, and communal councils. The decree determines the number of members of each board, its seat, and the industries under its jurisdiction; each board consists of a president and from 10 to 20 members; if there are more than 500 electors an assistant president may be elected. The president is named by royal decree from among the magistrates or persons eligible to become justices of the peace. Half the members of the board are chosen by the employers and half by the workmen.

In each board a *Bureau of Conciliation* and a *Jury* are established. The first is composed of at least one employer and one employé and is presided over by the president of the board or a vice president appointed for the purpose. The Jury is composed of the president or assistant president of the board, and four members, two employers and two employés. The secretary of the board is the secretary, or some other employé, of the commune. The clerk of the justice of the peace is also the clerk of the board, or a special clerk may be appointed. Services of the members are gratuitous, except that travelling expenses are paid for members living at a distance. In case very serious matters are under consideration the president may increase the membership of the board.

The Bureau of Conciliation may be asked to adjust grievances concerning wages; price for work performed or in execution; hours of labor; execution of special contracts; imperfect work; indemnities on account of changes in quality of material used or in method of work; damage done by the workmen to tools and appliances and physical injuries suffered by the workmen through the fault of the employer; indemnities due on account of having abandoned the factory or on account of

the workman having been discharged before his work was finished or before the term of employment contracted for had elapsed; the dissolution of contracts; and any questions concerning discipline.

The Jury is qualified to settle disputes over nearly all matters enumerated, provided the amount involved does not exceed \$40. When the amount is greater the questions can only be submitted to the Jury after the Board of Conciliation has failed to settle them. Decisions of the Jury are usually final, but appeal may be made to the ordinary magistrates within 10 days after a decision is returned (15 days in cases of great importance). The Jury may act as arbiter in cases involving more than \$40 provided both parties request it. Each board must furnish information required by the government and must make an annual report.

Lists of electors are prepared for the manufacturers and the employes, the manufacturers' list including directors and managers of factories having 50 or more employes; women are eligible for both lists; workmen can be inscribed only after working one year at their trade. All electors must be 21 years of age and Italian citizens in the full enjoyment of their civil rights. For sufficient cause the boards may be suppressed by the government.

The commune in which the board has its seat furnishes quarters; and other expenses are borne by the local chamber of commerce; small fees are charged for settling disputes and are paid to the chamber of commerce. The provisions of the law do not affect any government enterprises.

In 1897 there were 59 boards; 81 in 1898; and 86 in 1899, beside 31 in process of formation.

In 1898, in all Italy, the boards were instrumental in settling only 11 strikes, showing how rarely the workmen appeal to them. On account of this antipathy, provinces and communes have established bureaux of labor to act as arbitration boards. There are many reasons for the partial failure of the movement. The establishment of the boards is optional with the people, whereas it should be obligatory; classification of industries is difficult, giving rise to ill-assorted groups; the jurisdiction of the boards is restricted to too few classes of workmen; the maximum of \$40 for money value involved is too low, debarring nearly all disputes in which groups of workmen are concerned; workmen are obliged to lose their wages during term of service, not being allowed to work, and they should be reimbursed; such employes as serve have no guarantee that they will not lose their regular employment in consequence; fees charged for rendering decisions are onerous; political disqualifications are absurd, considering that until recently any person who failed to think as the government dictated was considered a criminal and punished as such; all expenses ought to be borne by the government.

Beside these intrinsic faults the people, whom the boards are designed to help, are ignorant and naturally apathetic, and this apathy has been intensified by the political system which has hitherto discouraged any organization of workingmen for the improvement of their condition. — *L'Arbitrage et la Conciliation en Italie*, F. Racca — *Musée Social*, September, 1903.

Belgian Old Age Pensions.

By the Belgian Old Age Pension Law of May 10th, 1900, it was provided that all necessitous Belgians who were (or had been) workpeople, who

resided in Belgium, and who should have reached the age of 65 years by January 1st, 1901, should receive an annual allowance of \$12.55, and that the same allowance should be paid, on their reaching the age of 65, to workpeople, whose age at that date was not less than 55; but in the case of those who were less than 58 years old, the granting of the allowance should be conditional upon their having for at least three years paid into the National Superannuation Fund not less than \$0.58 per annum, or less than \$3.47 in the aggregate.

Regulations for the administration of this Law were made by a Royal Decree of October 20th, 1900, subsequently amended by Decrees of June 13th, 1901, and July 25th, 1902. These Regulations have been replaced by a Decree, dated December 30th, 1902, which codifies and amends the Regulations previously in force, and which came into operation on January 1st, 1903. With respect to the definition of "necessitous" persons, the new Regulations declare that no person shall be considered necessitous whose income shall exceed in the case of a man \$02.48, or in the case of a married couple living together \$115.80. Persons who, by themselves or by agents, keep an establishment for the sale of drink, shall, in default of proof given to the contrary, be presumed not to be necessitous.

The allowance (\$12.55) provided for necessitous persons can also not be claimed by (1) persons supplied either by a benevolent institution, or by a private individual with board, lodging, firing, and clothing, whether in or out of an asylum, &c.; (2) inmates of prisons or of houses of detention, &c.; (3) persons, who within the last 12 months have been sentenced for being intoxicated in a public place; and (4) persons, who have, with fraudulent intent, parted with the possession of their property. — *The Labor Gazette*, May, 1903.

Establishment of Official Institute of Social Reforms — Spain.

A Royal Decree, dated April 23rd, 1903, and published in the official *Gaceta de Madrid* of April 23rd, provides for the establishment, under the general control of the Spanish Home Office, of an Institute of Social Reforms, which is to be charged with the duty of preparing legislative measures in relation to labor, watching over the administration of these measures, organizing the necessary services of inspection and statistics, and promoting generally their efficacy. The Institute will be composed of 30 members, 18 to be appointed by the Government, six to be elected by employers and six by workmen, these 12 elected members to be chosen so as to give equal representation (two employers' and two workmen's representatives) to (1) industry carried on upon a large scale, (2) industry carried on upon a small scale, and (3) agriculture.

There will be three distinct Sections of the Institute, of which one will deal with questions relating to the maintenance of public order, etc., and will be attached to the Home Office; the second will deal with legal matters and will be attached to the Ministry of Justice, and the third will be attached to the Ministry of Agriculture, and will concern itself with public administration affecting social and economic conditions. The Assistant Secretaries of the Home Office and the Ministry of Justice will form part of Sections 1 and 2 respectively, and the Director-General of Agriculture of Section 3.

The explanatory circular accompanying the Decree states that, since the promulgation of the Workmen's Accident Compensation Law of January 31st, 1900, more than two millions of pesetas (\$386,000) have been paid as compensation in respect of accidents to insured workpeople.

New Tariff in Germany.

The most important factor that is likely to materially affect the manufacture of rubber goods in Germany in the near future is the new tariff, which increases the duties on various classes of rubber goods and will affect to an important degree competition from foreign countries. The most radical advances in duties relate to woven goods containing rubber and textiles, the duty being raised from \$21.42 to \$23.80 per 100 kilograms (220.46 pounds), except when silk is used with rubber, in which case it was raised to \$42.84, and on rubber shoes, the duty on which is raised from \$9.52 to \$16.66 per 100 kilograms for unlacquered shoes and from \$14.28 to \$23.80 on lacquered shoes.

The new German tariff will not go into effect before new commercial treaties are negotiated with foreign powers, and if these treaties fail to secure satisfactory conditions for the export of German rubber goods the product manufactured for export will be sold in Germany and will, it is feared, seriously congest the whole market, as in certain lines of goods—especially in belting—the inland trade is not large enough to give sufficient work to all factories.

French Skilled Workmen for the United States.

The usual number of buyers for the American market of Roubaix during the past year made purchases in amazons, zebelines, voiles, and novelties in wool and wool and silk. Manufacturers seemed desirous of selling, even at small profits, in order to give employment to their workmen, who might otherwise seek other fields of activity. Nearly 2,000 skilled hands have left Roubaix-Tourcoing for the United States during the past year. Many of these are now employed in factories established in the United States by manufacturers from this district. — *W. P. Atwell, Consul, Roubaix.*

German vs. American Labor Conditions.

A German economist, Professor Jastrow, has written an essay in which he deprecates the existing feeling of fear of and dependency on the American banking and industrial market by the investing, commercial, and manufacturing circles of Germany, which, says the professor, gives Germany the appearance of being a dependency of the United States. He augurs a bright future for German industries resulting from the amicable relationship existing between German workmen and their employers, whereas he points to the disastrous consequences threatening American industries from the gigantic strikes and lockouts so frequently occurring in the United States. — *Simon W. Hanauer, Deputy Consul-General, Frankfurt.*

American Tobacco Trust in Germany.

Since the American Tobacco Trust gained a footing in the German home markets by buying out some of the leading cigar and cigarette factories and retail stores for the sale of the American product, the German cigar and cigarette manufacturers and other commercial bodies fear that

the capitalistic and manufacturing power of America will monopolize many industries—including the retail trade—of Germany.

The Industrial Association of Saxony lately addressed a communication to the Chamber of Commerce of Berlin, in which it sharply criticized the impolitic action of the chamber for having, in answer to an inquiry addressed thereto, expressed a favorable opinion on the quality of the cigarettes sold on the German market by the Jasmaty firm, one of the branch factories of the American Tobacco Trust. When the trust learned of the opinion expressed by the chamber of commerce, it was not slow in publishing the indorsement of this high German authority, hence the displeasure of the Saxon association. — *Simon W. Hanauer, Deputy Consul-General, Frankfurt.*

Population of the German Empire.

The latest statistical estimates for the German Empire place the population on July 1, 1903, at 58,549,000, against 57,708,000 and 56,862,000 on July 1, 1902, and 1901, respectively. From these figures, it appears that the population has increased 841,000 or 1.46 per cent, in the last year, while the increase of 1902 over 1901 was 846,000 or 1.49 per cent. The Census of December 1, 1900, showed a population of 56,317,178. Thus according to official estimates, the increase in two and one-half years is 2,180,000. In the last ten years the population has increased 7,800,000; in the last twenty years, 12,500,000; and since the formation of the German Empire, 17,500,000. — *Richard Guenther, Consul-General, Frankfurt.*

Labor in New Zealand.

The total persons working in 7,802 factories in New Zealand for the year ending March 31, 1903, numbered 59,047, of whom 44,413 were males and 14,634 were females. — *New Zealand Department of Labor—1903.*

Labor in New South Wales.

All business, or nearly all, in New South Wales is conducted through "trade industrial unions." Up to March, 1903, 108 unions of employés and 82 unions of employers had been registered in the arbitration court. When a union has been duly registered it becomes amenable to the arbitration laws. The court consists of three members, one of which is a judge of the supreme court. All disputes between employers and employés that cannot be adjusted between the parties concerned privately are tried in this court, and its decisions are binding and final. Here wages, hours of labor, and holidays are adjusted. Each union makes its own laws for the government of its members, but on application for registration these laws are submitted to the court, and registration may be refused on the ground of unsatisfactory laws. Once registered, no change can be made except by consent of the court. Each union, as I understand, makes and enforces conditions of membership and has power to reject for lack of qualifications. The length of a day's work has been fixed generally at eight hours and the minimum wage at 7s. (\$1.70) per day for common laborers, with half-day holidays at expense of employers. If any employer requires more hours or less pay than has been fixed for that particular occupation he is liable to be fined, the arbitration court assessing the fine. — *United States Consul Baker, Sydney, New South Wales.*

EDITORIAL.

The present number (28) completes the seventh year of the publication of the Labor Bulletin, it having been issued quarterly since January, 1897. It has enabled the Bureau to bring quickly to public attention certain phases and developments of the labor question. Its influence would be greatly enhanced if it could be published monthly, but the appropriation is not sufficient to warrant such frequent issues. The aim has been to present information covering instructive subjects in the briefest form compatible with explicitness.

We present an Index to Numbers 1 to 28 which contains a classification of subjects with specific references to the year, month, number of Bulletin, and page, thus enabling the reader to follow the development and treatment of industrial and sociological subjects.

Index to Labor Bulletins, Nos. 1 to 28, Inclusive.

CLASSIFICATION OF SUBJECTS.	Year	Month	Number	Page
Accidents, industrial				
Belgium,	1901	Feb.	17	26
Belgium,	1903	Feb.	25	55
Great Britain,	1902	Feb.	21	35
Massachusetts,	1902	Feb.	21	33
Massachusetts,	1903	Feb.	25	49
New York,	1902	Feb.	21	34
New York,	1902	May	22	65
Accidents in the United Kingdom,	1900	Nov.	16	174
Accidents, railway				
Great Britain,	1903	Nov.	28	209
United States,	1903	Nov.	28	209
Accidents to employes in Massachusetts,	1897	Oct.	4	31
Accidents to workmen in France,	1900	Nov.	16	172
Aliens and citizenship,	1903	Nov.	28	149
Aliens in industry,	1903	Aug.	27	105
Aliens in Massachusetts,	1902	Feb.	21	33
American cottons in India and China,	1898	Oct.	8	39
American goods in foreign markets,	1899	Jan.	9	7
American tobacco trust in Germany,	1903	Nov.	28	213
Arbitration and conciliation,	1897	July	3	27
Arbitration and conciliation in Italy,	1903	Nov.	28	211
Australian railway employes strike act of 1903,	1903	Nov.	28	202
Average persons to a family,	1903	Feb.	25	56
Beet sugar in the United States, manufacture of	1901	Feb.	17	25
Belgian old age pensions,	1903	Nov.	28	212
Bleaching, new method of	1900	May	14	87
Boycotting in Alabama, act of 1903 relating thereto	1903	Nov.	28	196
Building association premiums,	1902	Feb.	21	35
Bureaus of Labor Statistics created in:				
Louisiana,	1901	Feb.	17	26
The Philippines,	1903	Aug.	27	148
Canadian trade with the United States,	1903	Nov.	28	209
Candy manufacturing in France,	1902	Feb.	21	38
Charity statistics, a study of	1899	Oct.	12	119
Child labor:				
Illinois,	1903	Nov.	28	198
Massachusetts,	1901	Feb.	17	24
Texas,	1903	Nov.	28	201
Virginia,	1903	Nov.	28	202
Various states,	1902	Feb.	21	34
Child labor bill for Georgia, proposed	1903	Nov.	28	208
Child labor, laws relating to	1903	May	26	88
Children at work in Germany,	1903	Feb.	25	54
Children's savings banks in Germany,	1902	May	22	66
Chinese in Massachusetts,	1902	Feb.	21	33
Chinese in Massachusetts,	1903	Feb.	25	1
Chinese in Massachusetts,	1903	May	26	103

Index to Labor Bulletins, Nos. 1 to 28, Inclusive — Continued.

CLASSIFICATION OF SUBJECTS.	Year	Month	Number	Page
Cities in Massachusetts, general statistics of	1901	Nov.	20	144
Citizenship — Japanese,	1903	Aug.	27	147
Classes occupied in Massachusetts manufactures,	1902	Nov.	24	107
Coal, American exportation of	1900	May	14	87
Coal famine in Germany,	1900	May	14	86
Coal mining in Pennsylvania,	1903	Nov.	28	207
Coal, production of, in				
Illinois,	1902	Feb.	21	34
United States,	1900	May	14	87
United States,	1900	Nov.	16	173
Coal, receipts of, at Boston,	1903	Feb.	25	49
Coercion and blacklisting act of Texas, 1903,	1903	Nov.	28	201
Collateral legacy taxes,	1903	Feb.	25	51
Collateral legacy and succession tax in Massachusetts,	1900	Feb.	13	26
Compulsory arbitration:				
New South Wales,	1902	Feb.	21	26
New Zealand,	1901	Nov.	20	128
Compulsory education — rights of parents,	1903	Aug.	27	147
Compulsory school age in England,	1901	Feb.	17	26
Conjugal condition — Massachusetts,	1903	Aug.	27	146
Conjugal condition of women employed in restaurants,	1901	Feb.	17	16
Contracts with workmen upon public work,	1899	Apr.	10	56
Co-operation:				
Great Britain,	1902	May	22	42
Italy,	1902	May	22	65
Cost of living (see employment and earnings).				
Cotton ginning,	1901	Feb.	17	25
Cotton industry, the	1897	Apr.	2	28
Cotton manufacturing in Massachusetts,	1898	Jan.	5	1
Cotton mills in Japan,	1902	May	22	66
Crime statistics,	1900	Nov.	16	172
Deaths in Germany,	1900	Nov.	16	174
Density of population of Lancashire and Massachusetts compared,	1900	May	14	88
Density of population in Massachusetts,	1901	Feb.	17	24
Dependents upon public or private charity,	1903	Feb.	25	28
Discrimination against national guardsmen, New York Act of 1903,	1903	Nov.	28	200
Domestic service, objections to	1898	Oct.	8	27
Earnings, comparison in five leading industries,	1901	Feb.	17	17
Editorials:				
Index to Labor Bulletins, Nos. 1 to 28, inclusive,	1903	Nov.	28	214
Notice of removal,	1898	July	7	38
Reasons for a "labor bulletin,"	1897	Jan.	1	35
State Census of 1895,	1897	Jan.	1	36
Labor chronology,	1897	Jan.	1	36
Education in England and Wales, free	1901	Feb.	17	26
Education in Japan,	1903	Nov.	28	211
Educational institutions in the United States,	1900	Nov.	16	173
Eight-hour day in government service in France,	1903	May	26	104
Eight-hour law in Spain,	1903	May	26	104
Eight-hour movement, historical note of the	1901	Nov.	20	152
Eight-hour working day for city employes,	1903	Feb.	25	49
Emigrants from Ireland,	1903	Nov.	28	209
Emigration from Italy to the United States,	1903	Aug.	27	147
Employers' liability and co-operative insurance in Maryland, proposed	1902	Feb.	21	37
Employers' liability law in:				
France,	1903	Feb.	25	53
Maryland,	1903	May	26	103
Montana, 1903,	1903	Nov.	28	199
Employment and earnings, review of, for:				
October, 1897, to January, 1898,	1898	Apr.	6	26
February to May, 1898,	1898	July	7	10
Quarter ending September, 1898,	1898	Oct.	8	29
Quarter ending January, 1899,	1899	Jan.	9	23
Quarter ending April, 1899,	1899	Apr.	10	61
Quarter ending July, 1899,	1899	July	11	106
Quarter ending October, 1899,	1899	Oct.	12	155
Quarter ending January 31, 1900,	1900	Feb.	13	28
Quarter ending April 30, 1900,	1900	May	14	71
Quarter ending July 30, 1900,	1900	Aug.	15	126
Quarter ending October 31, 1900,	1900	Nov.	16	161
Six months ending April 30, 1901,	1901	May	18	49
Six months ending October 31, 1901,	1901	Nov.	20	138
Six months ending April 30, 1902,	1902	May	22	55
Six months ending October 31, 1902,	1902	Nov.	24	99
Six months ending April 30, 1903,	1903	May	26	93
Six months ending October 31, 1903,	1903	Nov.	28	187
Employment and unemployment:				
Boot and shoe and paper industries,	1900	May	14	55
Textile industries,	1900	Feb.	13	16
Employment and unemployment in Paris,	1900	Nov.	16	174
Employment of married women in London,	1902	May	22	65
Employment of women and children in Italy,	1902	May	22	65
English legislation in 1900,	1900	Nov.	16	172
Factory inspection:				
Amsterdam, 1899,	1902	Feb.	21	36
Michigan, 1901,	1902	May	22	64

Index to Labor Bulletins, Nos. 1 to 28, Inclusive—Continued.

CLASSIFICATION OF SUBJECTS.	Year	Month	Num-ber	Page
Family expenses of Danish workingmen,	1903	Feb.	25	55
Foreign parentage in Massachusetts,	1903	Feb.	25	49
Free employment offices:				
Bavaria,	1900	Nov.	16	174
Maryland,	1903	May	26	103
New York,	1902	Feb.	21	34
Other states,	1900	May	14	45
Other states,	1903	Feb.	25	50
Paris,	1902	May	22	65
Free text books, Utah,	1903	Nov.	28	208
French skilled workmen for the United States,	1903	Nov.	28	213
Garnishment of wages,	1903	Nov.	28	201
Home ownership in Massachusetts,	1898	Jan.	5	42
Hours of labor,	1897	July	3	1
Hours of labor in domestic service,	1898	Oct.	8	1
Hours of labor of railway employes, Arkansas Act of 1903,	1903	Nov.	28	197
Household aid company, Boston,	1903	Nov.	28	206
Household expenses,	1900	Aug.	15	89
Illiteracy in Boston,	1903	Aug.	27	146
Illiteracy in Massachusetts,	1902	Feb.	21	33
Immigration act of the United States,	1903	Aug.	27	137
Immigration, alien	1900	Nov.	16	173
Immigration into:				
Boston, 1900,	1900	Nov.	16	158
Boston, 1901,	1902	May	22	64
Boston, 1902,	1903	May	26	102
United States, 1902,	1903	Feb.	25	53
United States, 1902,	1903	Aug.	27	147
Imports and exports of merchandise in United States 1902,	1903	Feb.	25	53
Imports and exports at the port of Boston in 1902,	1903	May	26	103
Improvement of the slums in London,	1898	July	7	1
Indian population of the United States,	1901	Feb.	17	25
Industrial agreements,	1903	Nov.	28	156
Industrial population of Massachusetts, distribution of	1902	Feb.	21	12
Industrial studies—agriculture,	1903	Nov.	28	153
Inheritance tax, Utah,	1903	Nov.	28	208
Insurance against unemployment in Ghent,	1902	Feb.	21	35
Iron and steel,	1900	Nov.	16	173
Labor Bureau, Worcester	1903	Nov.	28	207
Labor conditions—German vs. American,	1903	Nov.	28	213
Labor considered in the latest reports of American statistical bureaus,				
list of subjects pertaining to	1900	Aug.	15	116
Labor day,	1903	Aug.	27	138
Labor disturbances in 1897, foreign	1899	Apr.	10	59
Labor in British mines and quarries,	1903	Nov.	28	211
Labor in Hawaii, organized	1903	Aug.	27	148
Labor in New South Wales,	1903	Nov.	28	213
Labor in New Zealand,	1903	Nov.	28	213
Labor laws of Porto Rico,	1903	Aug.	27	147
Labor legislation:				
Arizona and Arkansas, 1903,	1903	Nov.	28	196
Germany,	1902	May	22	66
Germany, 1902,	1903	Nov.	28	203
Georgia, 1903,	1903	Nov.	28	197
Illinois, 1903,	1903	Nov.	28	198
Indiana, 1903,	1903	Nov.	28	199
Massachusetts, 1900,	1900	Aug.	15	123
Massachusetts, 1901,	1901	Aug.	19	115
Massachusetts, 1903,	1903	Aug.	27	140
Nevada, 1903,	1903	Nov.	28	199
New York, 1903,	1903	Nov.	28	199
Tennessee, 1901,	1902	Feb.	21	34
Utah, 1903,	1903	Nov.	28	202
Labor legislation of 1897 relating to hours of labor and to the employ- ment of women and children,	1898	Apr.	6	21
Labor legislation of 1898,	1899	Apr.	10	37
Labor legislation of 1899 affecting hours of labor,	1900	May	14	69
Labor legislation of 1900 affecting hours of labor,	1901	Aug.	19	98
Labor office in Italy, bill for creation of	1902	Feb.	21	35
Labor office in Italy, creation of	1903	Feb.	25	53
Labor organizations in Massachusetts,	1902	Aug.	23	83
Labor organizations in Massachusetts,	1902	Nov.	24	110
Labor organizations in New York,	1902	Feb.	21	35
Laborers, city, pay of	1897	Jan.	1	1
Legacy taxes in 1900,	1901	Feb.	17	24
Legal labor decisions, recent:				
Accident—negligence—proximate cause,	1903	Nov.	28	204
Alien—citizenship—immunities,	1903	Nov.	28	204
Building—contract—labor claims,	1903	Nov.	28	204
Constitutionality of eight-hour law,	1903	Nov.	28	206
Eight-hour law held void,	1903	Nov.	28	204
Employer's liability—contractor,	1903	Nov.	28	205
Employer's liability—fellow-servant,	1903	Nov.	28	205
Employer's liability—fellow-servants,	1903	Nov.	28	204
Employer's liability—implement,	1903	Nov.	28	205

Index to Labor Bulletins, Nos. 1 to 28, Inclusive — Continued.

CLASSIFICATION OF SUBJECTS.	Year	Month	Number	Page
Legal labor decisions, recent — con.				
Employer's liability — interstate law,	1902	Feb.	21	34
Employer's liability — lumber company,	1902	Feb.	21	34
Employer's liability — negligence — boss,	1903	Nov.	28	204
Labor union — liability — damages,	1903	Nov.	28	204
Legality of blacklisting,	1903	Nov.	28	205
Loan association — stockholder — debt,	1903	Nov.	28	205
Physician — corporation — employe,	1903	Nov.	28	204
Railroad — accident — liability,	1903	Nov.	28	205
Relating to labor 1900,	1901	Aug.	19	99
Relating to labor 1901,	1902	Aug.	23	67
Relating to labor,	1903	May	26	100
Relating to railroads,	1903	Feb.	25	52
Sales in bulk — creditors — statute,	1903	Nov.	28	204
Strike — interference — injunction,	1903	Nov.	28	204
Sub-agent — negligence — liability,	1903	Nov.	28	204
Legislative change in New Jersey Bureau,	1901	Feb.	17	26
Maintenance of the standard of living,	1899	Jan.	9	19
Married and unmarried women textile workers,	1903	Nov.	28	211
Model houses,	1897	July	3	19
Occupations in Massachusetts, gainful	1901	Feb.	17	24
Occupations of residents of Boston: by districts,	1901	Feb.	17	1
Occupations of women in France,	1903	Feb.	25	53
Occupation statistics — Fall River, New Bedford, and Taunton, comparative	1900	Aug.	15	98
Patronal association for resistance in case of strike,	1900	Nov.	16	174
Pauperism in Great Britain,	1902	May	22	65
Pauperism in Great Britain,	1903	May	26	104
Payment of employes in Switzerland,	1903	Feb.	25	53
Persons employed in Massachusetts industries,	1900	Nov.	16	137
Physically defective population in Massachusetts in relation to industry,	1902	Feb.	21	1
Physicians, registered,	1900	May	14	88
Population according to recent foreign censuses,	1902	Feb.	21	35
Population of African descent,	1903	Feb.	25	49
Population of the United States, Indian	1901	Feb.	17	25
Population:				
Belgium,	1903	Nov.	28	209
Berlin,	1903	Feb.	25	54
Canada,	1902	May	22	65
German Empire,	1903	Nov.	28	213
Ireland,	1903	Nov.	28	209
The Netherlands,	1903	May	26	104
United States,	1901	Feb.	17	24
United States,	1903	Feb.	25	56
Population, self-supporting in United States and other countries,	1903	Nov.	28	207
Prison industries in Massachusetts,	1897	Apr.	2	14
Productive age, the	1898	July	7	20
Productive conditions in the Philippines,	1898	Oct.	8	41
Productive population in Massachusetts,	1903	Aug.	27	147
Professions in Germany,	1900	Nov.	16	174
Professions in Massachusetts, three leading	1900	Nov.	16	149
Professions in Massachusetts, three leading	1903	Aug.	27	146
Proportional earnings and production,	1903	Nov.	28	173
Public aid in Great Britain,	1900	May	14	88
Pupils in public and private schools in Boston,	1901	Feb.	17	23
Railroad employes:				
Massachusetts,	1903	Feb.	25	49
United States,	1903	Feb.	25	53
Railroad employes protection act, Arizona, 1903,	1903	Nov.	28	196
Relative cost of home-cooked and purchased food,	1901	Aug.	19	67
Relief department, the Baltimore and Ohio	1897	Oct.	4	19
Relief department, the Baltimore and Ohio	1901	Feb.	17	26
Relief department, the Baltimore and Ohio	1902	May	22	64
Relief department, the Baltimore and Ohio	1903	May	26	103
Residential conditions of women and girls in trade and manufactures,	1901	May	18	63
Retail trade, statistics of	1901	Nov.	20	117
Retired with a competency,	1903	Feb.	25	15
Rogers, Edward H., autobiography of	1903	Nov.	28	207
Saturday afternoon rest,	1903	May	26	104
Saturday half-holiday for city employes,	1901	Aug.	19	114
Savings in Massachusetts,	1897	Jan.	1	14
Savings banks in Massachusetts,	1902	Feb.	21	33
Schools of housekeeping in Belgium,	1902	May	22	66
Shipping acts, new German merchant	1903	May	26	104
Shoemakers in Austria, union of	1903	May	22	66
Sick benefit associations in Austria and Denmark,	1903	Feb.	25	54
Slave labor in the Philippine Islands,	1903	Aug.	27	148
Social conditions in domestic service,	1900	Feb.	13	1
Social reforms, Spanish institute of	1903	Nov.	28	212
Social statistics of workmen,	1901	May	18	29
Statistics of labor in Spain,	1902	May	22	66
Steel and pig iron,	1900	Nov.	16	173
Street and electric railways, Massachusetts	1903	Nov.	28	206
Strike of miners in France, general	1903	Feb.	25	55

Index to Labor Bulletins, Nos. 1 to 28, Inclusive — Concluded.

CLASSIFICATION OF SUBJECTS.	Year	Month	Num- ber	Page
Strike of window-glass makers in France,	1901	Feb.	17	27
Strikes:				
Austria, 1900, coal,	1900	May	14	86
Austria, 1900,	1902	Feb.	21	36
Austria, 1901,	1902	May	22	66
Belgium, 1900,	1900	Nov.	16	174
Belgium, 1900,	1901	Feb.	17	27
Denmark, 1900,	1902	Feb.	21	36
France, 1890-1899,	1901	Feb.	17	27
France, 1899,	1901	Feb.	17	27
France, 1900,	1900	Nov.	16	173
France, 1902,	1903	Feb.	25	55
Great Britain, 1898,	1900	May	14	87
Italy, 1898,	1900	Nov.	16	173
Strikes and lockouts in:				
Belgium, 1901,	1902	Feb.	21	36
France, 1901,	1902	Feb.	21	36
Germany, 1899,	1901	Feb.	17	27
Germany, 1900,	1902	May	22	65
Germany, 1901,	1903	Feb.	25	55
Germany, 1902,	1903	Aug.	27	148
Massachusetts, 1825-1879,	1897	Apr.	2	1
Massachusetts for twenty years—1881-1900,	1903	Feb.	25	40
The Netherlands, 1901,	1903	Feb.	25	55
Strikes in Massachusetts for:				
Six months ending June 30, 1901,	1901	Aug.	19	112
Three months ending Sept. 30, 1901,	1901	Nov.	20	151
Three months ending Dec. 31, 1901,	1902	Feb.	21	31
Three months ending Mar. 31, 1902,	1902	May	22	61
Three months ending June 30, 1902,	1902	Aug.	23	80
Three months ending Sept. 30, 1902,	1902	Nov.	24	105
Three months ending Dec. 31, 1902,	1903	Feb.	25	39
Three months ending Mar. 31, 1903,	1903	May	26	98
Three months ending June 30, 1903,	1903	Aug.	27	143
Three months ending Sept. 30, 1903,	1903	Nov.	28	193
Swiss trade,	1900	May	14	88
Tariff in Germany, new	1903	Nov.	28	213
Technical education, influence of	1903	Nov.	28	210
Tenement conditions in Boston,	1899	July	11	75
Textile industries in Massachusetts,	1903	Feb.	25	49
Tobacco crop in the United States, 1902,	1903	May	26	103
Tobacco raising in Massachusetts,	1902	Feb.	21	33
Trade of Norway,	1901	Feb.	17	26
Trade of United States with Spain,	1900	Nov.	16	172
Trade organizations in Roumania, incorporation of	1903	Feb.	25	55
Trade schools:				
Cologne,	1903	Nov.	28	211
Paris,	1901	Feb.	17	27
Vienna,	1903	Feb.	25	55
Trade and technical education in Massachusetts,	1903	May	26	57
Trade and technical education,	1903	Nov.	28	194
Trade unionism in Massachusetts prior to 1880,	1899	Apr.	10	44
Trades unions:				
England,	1899	Jan.	9	15
France,	1900	May	14	88
Various states,	1903	Feb.	25	51
Tramp census,	1897	Apr.	2	32
Trusts in Germany,	1903	Feb.	25	54
Turpentine, production of	1902	Feb.	21	34
Unemployed for a year, the	1903	Feb.	25	4
Unemployment in Boston building trades,	1901	Feb.	17	13
Unemployment in Germany,	1902	May	22	66
Union controversy in Canada,	1903	Nov.	28	210
Wages:				
Baltimore,	1902	May	22	64
England,	1900	May	14	87
Great Britain,	1903	May	26	104
Norway,	1902	Feb.	21	36
United Kingdom,	1900	Nov.	16	173
Wages in Boston, 1870-1898, comparative	1899	Jan.	9	1
Wages in city employment, rates of	1902	May	22	39
Wages of railway employes, United States,	1903	Nov.	28	208
Wages under contracts for public work,	1897	Oct.	4	1
Wages and earnings, comparative	1897	July	3	38
Wages and hours of labor, United Kingdom	1903	Nov.	28	210
Wages and hours, United Kingdom, 1902, changes in	1903	Nov.	28	210
Wealth accumulation through life insurance,	1898	Apr.	6	1
Weavers in New Bedford,	1900	Nov.	16	172
Weaving, German and French progress,	1899	Jan.	9	13
Women in industry,	1901	Nov.	20	149
Women and children in industry in Italy,	1903	Feb.	25	54
Workmen's societies,	1900	Nov.	16	172
Workmen's compensation law in Sweden,	1902	Feb.	21	36

1906

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